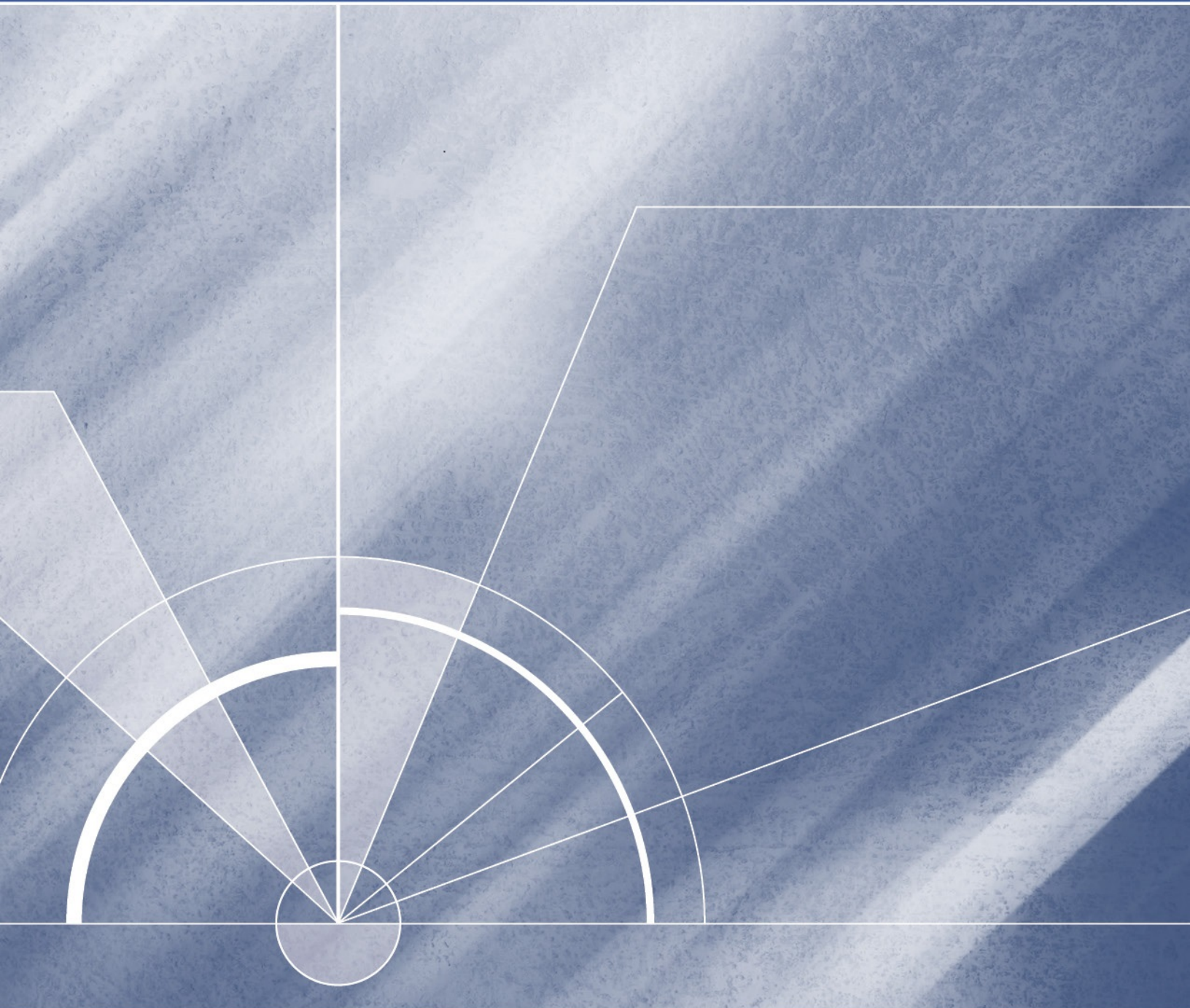


2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

1st Level
Subagency
Comparison
Report

Environmental Protection Agency



Environmental Protection Agency

1st Level Subagency Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
Environmental Protection Agency	9,414	66.9%
Office of the Administrator	232	70.9%
Office of Air and Radiation	610	58.4%
Office of Administration and Resources Management	454	70.5%
Office of the Chief Financial Officer	179	61.5%
Office of Chemical Safety and Pollution Prevention	493	55.1%
Office of Enforcement and Compliance Assurance	374	52.5%
Office of Environmental Information	212	67.3%
Office of General Counsel	168	86.6%
Office of Inspector General	154	63.9%
Office of International and Tribal Affairs	45	58.4%
Office of Research and Development	1,042	70.4%
Office of Land and Emergency Management	326	68.9%
Office of Water	356	67.0%
REGION 01	369	66.2%
REGION 02	500	66.1%
REGION 03	589	77.4%
REGION 04	609	70.9%
REGION 05	639	62.4%
REGION 06	498	68.0%
REGION 07	326	69.1%
REGION 08	379	78.5%
REGION 09	471	67.3%
REGION 10	384	78.0%

Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

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Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Environmental Protection Agency	9,390	69.9%	14.6%	15.5%
Office of the Administrator	232	63.8%	16.6%	19.5%
Office of Air and Radiation	608	71.3%	14.1%	14.6%
Office of Administration and Resources Management	452	65.4%	15.1%	19.5%
Office of the Chief Financial Officer	179	73.0%	12.4%	14.6%
Office of Chemical Safety and Pollution Prevention	492	64.2%	16.3%	19.5%
Office of Enforcement and Compliance Assurance	370	67.4%	14.1%	18.5%
Office of Environmental Information	212	69.2%	11.8%	19.0%
Office of General Counsel	168	81.8%	10.2%	8.0%
Office of Inspector General	153	67.2%	14.8%	18.0%
Office of International and Tribal Affairs	45	57.8%	19.2%	23.0%
Office of Research and Development	1,041	74.1%	13.0%	12.9%
Office of Land and Emergency Management	325	74.2%	10.9%	14.9%
Office of Water	354	72.5%	15.3%	12.2%
REGION 01	369	68.0%	16.4%	15.6%
REGION 02	496	66.1%	17.3%	16.6%
REGION 03	587	74.9%	14.0%	11.1%
REGION 04	609	75.9%	11.9%	12.2%
REGION 05	636	66.7%	18.3%	15.0%
REGION 06	497	68.2%	12.6%	19.2%
REGION 07	326	74.0%	13.7%	12.3%
REGION 08	379	73.0%	12.7%	14.2%
REGION 09	471	69.4%	16.5%	14.1%
REGION 10	384	60.0%	17.5%	22.5%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Environmental Protection Agency	9,368	72.3%	13.8%	13.9%
Office of the Administrator	231	57.1%	15.4%	27.5%
Office of Air and Radiation	606	68.3%	14.0%	17.8%
Office of Administration and Resources Management	450	70.7%	13.8%	15.6%
Office of the Chief Financial Officer	178	74.3%	11.9%	13.8%
Office of Chemical Safety and Pollution Prevention	491	63.1%	13.9%	23.0%
Office of Enforcement and Compliance Assurance	370	68.5%	11.4%	20.1%
Office of Environmental Information	211	64.5%	18.6%	17.0%
Office of General Counsel	167	72.8%	12.3%	14.9%
Office of Inspector General	154	76.5%	10.4%	13.1%
Office of International and Tribal Affairs	45	64.3%	13.1%	22.5%
Office of Research and Development	1,037	74.3%	14.6%	11.0%
Office of Land and Emergency Management	325	69.4%	15.1%	15.5%
Office of Water	356	65.1%	18.7%	16.2%
REGION 01	368	76.9%	14.8%	8.3%
REGION 02	497	77.5%	13.0%	9.5%
REGION 03	586	80.3%	11.5%	8.2%
REGION 04	605	80.9%	9.7%	9.5%
REGION 05	635	74.3%	15.8%	9.9%
REGION 06	496	71.6%	15.4%	13.1%
REGION 07	325	75.0%	14.2%	10.8%
REGION 08	376	77.5%	10.4%	12.2%
REGION 09	471	74.1%	13.2%	12.8%
REGION 10	383	68.2%	16.6%	15.2%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Environmental Protection Agency	9,323	67.3%	15.6%	17.1%
Office of the Administrator	226	61.3%	16.1%	22.6%
Office of Air and Radiation	606	66.5%	12.4%	21.1%
Office of Administration and Resources Management	452	65.8%	15.9%	18.3%
Office of the Chief Financial Officer	177	65.1%	19.5%	15.4%
Office of Chemical Safety and Pollution Prevention	489	60.6%	15.0%	24.4%
Office of Enforcement and Compliance Assurance	371	64.7%	13.3%	22.0%
Office of Environmental Information	211	69.9%	13.4%	16.7%
Office of General Counsel	166	76.4%	9.4%	14.1%
Office of Inspector General	152	61.9%	12.3%	25.8%
Office of International and Tribal Affairs	43	63.7%	22.2%	14.0%
Office of Research and Development	1,034	71.0%	14.1%	14.9%
Office of Land and Emergency Management	323	64.9%	18.1%	17.0%
Office of Water	350	69.6%	15.7%	14.8%
REGION 01	367	69.7%	17.1%	13.2%
REGION 02	493	63.3%	20.6%	16.1%
REGION 03	583	69.7%	17.0%	13.2%
REGION 04	605	74.3%	12.5%	13.2%
REGION 05	629	67.5%	16.8%	15.7%
REGION 06	491	64.2%	17.3%	18.5%
REGION 07	325	71.4%	17.3%	11.3%
REGION 08	375	69.2%	17.5%	13.3%
REGION 09	468	67.2%	15.5%	17.3%
REGION 10	382	64.1%	17.2%	18.8%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Environmental Protection Agency	9,369	76.4%	12.6%	11.0%
Office of the Administrator	230	66.2%	14.6%	19.2%
Office of Air and Radiation	607	73.6%	15.5%	10.9%
Office of Administration and Resources Management	452	68.6%	17.4%	14.0%
Office of the Chief Financial Officer	178	69.6%	19.5%	10.9%
Office of Chemical Safety and Pollution Prevention	489	71.1%	15.0%	13.9%
Office of Enforcement and Compliance Assurance	372	71.6%	12.3%	16.1%
Office of Environmental Information	212	69.2%	15.7%	15.1%
Office of General Counsel	168	67.0%	16.1%	16.9%
Office of Inspector General	153	76.8%	7.5%	15.7%
Office of International and Tribal Affairs	45	74.7%	14.7%	10.6%
Office of Research and Development	1,037	80.4%	9.3%	10.4%
Office of Land and Emergency Management	325	72.5%	14.4%	13.1%
Office of Water	354	70.0%	17.5%	12.5%
REGION 01	368	83.1%	9.3%	7.6%
REGION 02	500	74.5%	15.3%	10.1%
REGION 03	584	81.6%	10.7%	7.7%
REGION 04	605	79.7%	11.5%	8.7%
REGION 05	635	81.3%	10.1%	8.6%
REGION 06	496	80.5%	10.1%	9.3%
REGION 07	325	79.0%	11.5%	9.5%
REGION 08	376	81.7%	11.2%	7.1%
REGION 09	469	82.3%	9.9%	7.8%
REGION 10	384	77.0%	12.2%	10.8%

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My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Environmental Protection Agency	9,318	84.1%	10.1%	5.8%
Office of the Administrator	232	74.7%	16.1%	9.2%
Office of Air and Radiation	605	82.1%	11.0%	7.0%
Office of Administration and Resources Management	450	77.4%	15.5%	7.2%
Office of the Chief Financial Officer	174	82.0%	11.0%	7.0%
Office of Chemical Safety and Pollution Prevention	487	80.9%	11.6%	7.5%
Office of Enforcement and Compliance Assurance	371	81.5%	9.8%	8.6%
Office of Environmental Information	205	76.3%	15.8%	7.8%
Office of General Counsel	166	75.8%	15.8%	8.4%
Office of Inspector General	154	83.6%	5.9%	10.5%
Office of International and Tribal Affairs	45	82.6%	12.6%	4.8%
Office of Research and Development	1,028	87.2%	8.2%	4.6%
Office of Land and Emergency Management	325	83.5%	11.3%	5.2%
Office of Water	351	80.5%	14.6%	4.9%
REGION 01	366	90.0%	6.9%	3.1%
REGION 02	497	83.9%	10.9%	5.2%
REGION 03	579	88.4%	8.6%	3.0%
REGION 04	603	85.0%	9.4%	5.6%
REGION 05	634	84.3%	10.6%	5.1%
REGION 06	496	88.1%	6.5%	5.4%
REGION 07	324	88.0%	6.7%	5.2%
REGION 08	376	88.4%	7.8%	3.8%
REGION 09	467	87.4%	8.5%	4.0%
REGION 10	378	85.0%	8.5%	6.5%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Environmental Protection Agency	9,317	80.1%	11.0%	8.9%
Office of the Administrator	228	67.4%	13.9%	18.7%
Office of Air and Radiation	602	75.4%	11.6%	13.0%
Office of Administration and Resources Management	449	80.3%	10.5%	9.2%
Office of the Chief Financial Officer	176	76.2%	12.9%	10.9%
Office of Chemical Safety and Pollution Prevention	487	76.3%	12.3%	11.4%
Office of Enforcement and Compliance Assurance	368	76.4%	9.5%	14.0%
Office of Environmental Information	212	71.5%	15.6%	12.9%
Office of General Counsel	166	82.3%	10.9%	6.8%
Office of Inspector General	154	83.1%	5.9%	11.1%
Office of International and Tribal Affairs	43	72.4%	9.0%	18.6%
Office of Research and Development	1,033	79.4%	11.9%	8.7%
Office of Land and Emergency Management	322	78.2%	12.4%	9.4%
Office of Water	351	73.0%	16.1%	10.9%
REGION 01	365	85.9%	10.3%	3.8%
REGION 02	494	85.8%	8.5%	5.7%
REGION 03	586	86.3%	9.4%	4.3%
REGION 04	603	86.1%	7.2%	6.7%
REGION 05	633	82.8%	11.3%	5.9%
REGION 06	490	81.9%	11.1%	7.0%
REGION 07	325	84.6%	8.2%	7.2%
REGION 08	376	83.1%	8.8%	8.1%
REGION 09	466	80.9%	11.9%	7.2%
REGION 10	383	78.0%	13.1%	8.9%

Environmental Protection Agency

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My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Environmental Protection Agency	9,372	96.4%	2.3%	1.4%
Office of the Administrator	231	96.5%	1.8%	1.7%
Office of Air and Radiation	608	95.7%	2.5%	1.8%
Office of Administration and Resources Management	451	94.8%	2.2%	3.0%
Office of the Chief Financial Officer	179	98.1%	1.3%	0.6%
Office of Chemical Safety and Pollution Prevention	492	96.0%	1.9%	2.1%
Office of Enforcement and Compliance Assurance	372	95.8%	2.4%	1.8%
Office of Environmental Information	212	97.6%	1.4%	1.0%
Office of General Counsel	168	94.6%	4.3%	1.2%
Office of Inspector General	153	94.6%	2.8%	2.6%
Office of International and Tribal Affairs	45	97.9%	2.1%	0.0%
Office of Research and Development	1,036	97.5%	1.6%	0.9%
Office of Land and Emergency Management	324	96.8%	2.2%	1.0%
Office of Water	352	95.4%	3.5%	1.0%
REGION 01	368	97.0%	2.4%	0.6%
REGION 02	499	96.1%	2.9%	1.1%
REGION 03	586	97.1%	2.0%	0.9%
REGION 04	607	96.7%	2.1%	1.2%
REGION 05	635	97.5%	1.6%	0.9%
REGION 06	496	96.0%	2.3%	1.7%
REGION 07	325	96.3%	2.5%	1.2%
REGION 08	379	94.4%	4.1%	1.6%
REGION 09	467	97.5%	1.8%	0.7%
REGION 10	382	94.5%	3.9%	1.6%

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My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Environmental Protection Agency	9,345	90.8%	7.5%	1.7%
Office of the Administrator	231	83.7%	14.1%	2.2%
Office of Air and Radiation	602	91.4%	6.8%	1.9%
Office of Administration and Resources Management	450	89.8%	7.9%	2.3%
Office of the Chief Financial Officer	176	93.5%	6.5%	0.0%
Office of Chemical Safety and Pollution Prevention	492	89.9%	7.6%	2.5%
Office of Enforcement and Compliance Assurance	372	91.9%	6.6%	1.4%
Office of Environmental Information	210	91.5%	8.0%	0.5%
Office of General Counsel	168	90.8%	8.5%	0.6%
Office of Inspector General	154	82.2%	14.6%	3.2%
Office of International and Tribal Affairs	45	100.0%	0.0%	0.0%
Office of Research and Development	1,035	93.8%	4.6%	1.6%
Office of Land and Emergency Management	325	92.7%	6.2%	1.1%
Office of Water	354	90.7%	7.7%	1.6%
REGION 01	367	90.1%	8.4%	1.4%
REGION 02	500	88.9%	9.4%	1.7%
REGION 03	583	89.9%	7.7%	2.4%
REGION 04	602	89.9%	8.6%	1.4%
REGION 05	633	89.7%	8.8%	1.5%
REGION 06	491	91.3%	6.9%	1.8%
REGION 07	322	92.2%	5.6%	2.3%
REGION 08	377	91.9%	6.2%	1.9%
REGION 09	467	91.2%	8.1%	0.7%
REGION 10	384	91.7%	7.2%	1.1%

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1st Level Subagency Comparison Report

My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Environmental Protection Agency	9,366	39.9%	17.0%	43.1%	16
Office of the Administrator	229	44.2%	16.0%	39.8%	1
Office of Air and Radiation	605	43.0%	18.5%	38.5%	4
Office of Administration and Resources Management	451	47.4%	15.4%	37.2%	1
Office of the Chief Financial Officer	179	48.9%	18.1%	33.0%	0
Office of Chemical Safety and Pollution Prevention	487	35.9%	14.0%	50.1%	2
Office of Enforcement and Compliance Assurance	372	25.2%	14.5%	60.3%	1
Office of Environmental Information	212	27.3%	16.3%	56.4%	0
Office of General Counsel	168	51.5%	16.0%	32.4%	0
Office of Inspector General	153	42.1%	14.6%	43.2%	0
Office of International and Tribal Affairs	45	28.3%	18.3%	53.4%	0
Office of Research and Development	1,037	38.5%	17.6%	43.9%	3
Office of Land and Emergency Management	324	40.7%	17.3%	42.0%	0
Office of Water	356	32.7%	19.4%	47.9%	0
REGION 01	368	38.0%	17.2%	44.8%	0
REGION 02	498	43.0%	20.9%	36.1%	1
REGION 03	587	49.7%	14.4%	35.9%	0
REGION 04	607	49.3%	18.2%	32.5%	0
REGION 05	637	45.8%	17.4%	36.8%	0
REGION 06	495	38.3%	21.5%	40.2%	0
REGION 07	325	49.7%	15.3%	35.0%	0
REGION 08	377	34.7%	17.5%	47.9%	1
REGION 09	467	29.6%	15.0%	55.4%	2
REGION 10	382	24.3%	13.9%	61.8%	0

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Environmental Protection Agency	9,346	57.5%	17.4%	25.1%	12
Office of the Administrator	231	57.5%	16.1%	26.3%	1
Office of Air and Radiation	606	59.3%	19.3%	21.5%	1
Office of Administration and Resources Management	451	55.1%	17.9%	27.0%	1
Office of the Chief Financial Officer	176	59.9%	20.4%	19.8%	0
Office of Chemical Safety and Pollution Prevention	490	46.3%	16.4%	37.3%	1
Office of Enforcement and Compliance Assurance	370	55.3%	17.3%	27.4%	2
Office of Environmental Information	207	47.4%	21.4%	31.2%	1
Office of General Counsel	168	68.0%	14.7%	17.3%	0
Office of Inspector General	153	60.6%	22.1%	17.3%	0
Office of International and Tribal Affairs	45	57.2%	15.5%	27.3%	0
Office of Research and Development	1,035	59.8%	18.5%	21.6%	0
Office of Land and Emergency Management	322	56.8%	14.8%	28.4%	1
Office of Water	354	54.9%	20.3%	24.9%	0
REGION 01	367	62.9%	15.7%	21.4%	0
REGION 02	493	58.0%	16.3%	25.7%	1
REGION 03	583	69.0%	13.5%	17.4%	1
REGION 04	606	69.3%	13.6%	17.1%	0
REGION 05	634	60.4%	16.4%	23.2%	0
REGION 06	492	64.0%	16.6%	19.4%	2
REGION 07	326	63.9%	16.3%	19.7%	0
REGION 08	379	49.0%	20.5%	30.5%	0
REGION 09	471	47.7%	19.6%	32.7%	0
REGION 10	382	31.8%	21.1%	47.1%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Environmental Protection Agency	9,220	60.7%	16.7%	22.6%	31
Office of the Administrator	226	51.8%	17.6%	30.6%	3
Office of Air and Radiation	600	57.4%	17.2%	25.4%	1
Office of Administration and Resources Management	438	59.4%	16.5%	24.1%	6
Office of the Chief Financial Officer	177	58.1%	18.4%	23.5%	1
Office of Chemical Safety and Pollution Prevention	479	57.5%	17.5%	25.0%	1
Office of Enforcement and Compliance Assurance	361	57.0%	17.1%	25.8%	1
Office of Environmental Information	209	58.6%	17.8%	23.6%	1
Office of General Counsel	164	68.2%	13.6%	18.1%	0
Office of Inspector General	149	56.5%	19.5%	24.0%	3
Office of International and Tribal Affairs	44	54.3%	15.8%	29.9%	0
Office of Research and Development	1,018	62.3%	16.3%	21.5%	3
Office of Land and Emergency Management	319	59.8%	17.9%	22.2%	0
Office of Water	354	58.9%	15.3%	25.8%	0
REGION 01	365	64.2%	16.5%	19.3%	0
REGION 02	491	58.8%	19.5%	21.7%	1
REGION 03	573	69.0%	14.9%	16.0%	1
REGION 04	597	67.2%	14.5%	18.3%	2
REGION 05	627	59.5%	17.4%	23.1%	3
REGION 06	491	60.7%	16.5%	22.9%	0
REGION 07	317	64.8%	17.7%	17.4%	2
REGION 08	374	66.6%	13.2%	20.2%	1
REGION 09	466	60.3%	16.6%	23.1%	0
REGION 10	376	56.2%	18.4%	25.5%	1

Environmental Protection Agency

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My Work Experience (continued)

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Environmental Protection Agency	9,309	82.3%	9.5%	8.1%	47
Office of the Administrator	227	71.3%	12.4%	16.4%	3
Office of Air and Radiation	596	75.3%	10.2%	14.5%	9
Office of Administration and Resources Management	452	82.3%	10.5%	7.2%	0
Office of the Chief Financial Officer	179	85.8%	10.4%	3.7%	0
Office of Chemical Safety and Pollution Prevention	485	82.5%	8.5%	9.0%	2
Office of Enforcement and Compliance Assurance	369	75.6%	10.7%	13.7%	3
Office of Environmental Information	210	87.9%	6.7%	5.4%	1
Office of General Counsel	168	72.0%	11.1%	16.9%	0
Office of Inspector General	149	80.0%	11.9%	8.0%	1
Office of International and Tribal Affairs	44	81.4%	2.6%	16.0%	1
Office of Research and Development	1,028	83.7%	8.7%	7.6%	7
Office of Land and Emergency Management	323	79.0%	12.4%	8.6%	2
Office of Water	351	74.9%	12.5%	12.6%	2
REGION 01	368	84.2%	11.0%	4.8%	0
REGION 02	496	84.2%	11.3%	4.5%	0
REGION 03	580	86.8%	8.4%	4.7%	4
REGION 04	605	86.7%	7.0%	6.4%	1
REGION 05	633	86.5%	8.2%	5.3%	4
REGION 06	494	85.8%	9.5%	4.8%	1
REGION 07	324	84.5%	8.9%	6.6%	1
REGION 08	374	83.5%	8.8%	7.6%	2
REGION 09	468	84.4%	8.3%	7.3%	2
REGION 10	381	81.4%	10.4%	8.2%	1

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Environmental Protection Agency	9,270	90.6%	6.5%	2.9%	27
Office of the Administrator	226	80.6%	12.2%	7.2%	5
Office of Air and Radiation	598	89.1%	7.2%	3.7%	1
Office of Administration and Resources Management	452	89.0%	6.9%	4.1%	0
Office of the Chief Financial Officer	178	87.8%	8.9%	3.3%	0
Office of Chemical Safety and Pollution Prevention	485	91.6%	5.2%	3.3%	1
Office of Enforcement and Compliance Assurance	370	89.2%	6.7%	4.1%	0
Office of Environmental Information	209	88.1%	10.0%	1.9%	0
Office of General Counsel	166	84.4%	12.1%	3.6%	1
Office of Inspector General	148	89.1%	4.9%	6.0%	2
Office of International and Tribal Affairs	43	87.9%	5.3%	6.8%	0
Office of Research and Development	1,032	89.4%	7.7%	2.9%	2
Office of Land and Emergency Management	322	89.2%	8.1%	2.7%	1
Office of Water	348	85.5%	9.5%	4.9%	2
REGION 01	365	95.6%	3.3%	1.1%	1
REGION 02	492	90.5%	6.9%	2.6%	3
REGION 03	578	92.4%	6.4%	1.3%	1
REGION 04	596	93.1%	4.7%	2.2%	3
REGION 05	630	92.3%	6.0%	1.7%	2
REGION 06	490	94.0%	3.8%	2.2%	0
REGION 07	317	91.2%	6.1%	2.7%	1
REGION 08	373	93.7%	3.2%	3.1%	1
REGION 09	466	94.6%	4.3%	1.1%	0
REGION 10	381	89.6%	6.7%	3.7%	0

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Environmental Protection Agency	9,325	72.7%	12.7%	14.6%	24
Office of the Administrator	229	72.0%	11.0%	16.9%	3
Office of Air and Radiation	603	73.5%	13.4%	13.2%	2
Office of Administration and Resources Management	450	68.2%	13.1%	18.7%	1
Office of the Chief Financial Officer	175	69.8%	11.4%	18.7%	2
Office of Chemical Safety and Pollution Prevention	488	68.4%	15.1%	16.4%	2
Office of Enforcement and Compliance Assurance	371	69.2%	16.1%	14.7%	1
Office of Environmental Information	210	74.3%	13.2%	12.5%	0
Office of General Counsel	166	71.3%	13.4%	15.3%	1
Office of Inspector General	151	87.5%	6.5%	6.0%	0
Office of International and Tribal Affairs	45	59.6%	13.6%	26.8%	0
Office of Research and Development	1,035	80.4%	9.7%	9.9%	3
Office of Land and Emergency Management	321	65.5%	15.5%	19.0%	1
Office of Water	353	59.5%	17.5%	23.0%	0
REGION 01	365	80.9%	8.7%	10.4%	2
REGION 02	493	76.0%	12.6%	11.4%	0
REGION 03	583	70.5%	12.7%	16.7%	2
REGION 04	603	80.1%	9.2%	10.7%	0
REGION 05	637	76.6%	13.6%	9.8%	1
REGION 06	490	69.7%	14.5%	15.8%	2
REGION 07	323	66.7%	13.9%	19.4%	0
REGION 08	378	86.2%	7.3%	6.5%	0
REGION 09	469	54.8%	17.2%	28.0%	1
REGION 10	382	73.9%	11.1%	15.0%	0

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Environmental Protection Agency	9,288	75.3%	12.9%	11.8%	89
Office of the Administrator	228	75.6%	11.6%	12.8%	3
Office of Air and Radiation	601	76.6%	12.6%	10.7%	6
Office of Administration and Resources Management	444	73.5%	13.3%	13.2%	9
Office of the Chief Financial Officer	175	77.0%	9.6%	13.4%	2
Office of Chemical Safety and Pollution Prevention	484	73.1%	13.3%	13.6%	6
Office of Enforcement and Compliance Assurance	368	68.4%	12.6%	19.0%	6
Office of Environmental Information	205	74.9%	14.3%	10.8%	7
Office of General Counsel	166	77.3%	12.2%	10.5%	2
Office of Inspector General	152	74.5%	14.3%	11.2%	1
Office of International and Tribal Affairs	45	69.6%	16.7%	13.7%	0
Office of Research and Development	1,026	81.0%	11.2%	7.8%	10
Office of Land and Emergency Management	319	78.0%	9.9%	12.1%	6
Office of Water	353	75.0%	13.3%	11.7%	2
REGION 01	365	80.4%	8.6%	11.1%	2
REGION 02	494	72.7%	12.4%	14.9%	5
REGION 03	587	73.7%	14.0%	12.3%	2
REGION 04	603	77.9%	12.2%	9.8%	3
REGION 05	632	69.6%	17.4%	12.9%	4
REGION 06	492	74.5%	16.2%	9.4%	3
REGION 07	321	77.1%	12.2%	10.7%	5
REGION 08	378	78.8%	11.8%	9.4%	1
REGION 09	466	73.6%	14.2%	12.2%	2
REGION 10	379	76.0%	12.5%	11.6%	2

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Environmental Protection Agency	9,319	86.2%	9.9%	3.9%	25
Office of the Administrator	228	80.9%	10.6%	8.5%	3
Office of Air and Radiation	606	85.6%	10.1%	4.4%	2
Office of Administration and Resources Management	449	86.9%	9.8%	3.2%	1
Office of the Chief Financial Officer	178	86.0%	10.6%	3.4%	0
Office of Chemical Safety and Pollution Prevention	484	89.0%	7.8%	3.2%	3
Office of Enforcement and Compliance Assurance	371	81.9%	11.4%	6.6%	1
Office of Environmental Information	212	87.9%	8.7%	3.5%	0
Office of General Counsel	168	85.4%	9.7%	4.9%	0
Office of Inspector General	153	88.0%	6.7%	5.3%	0
Office of International and Tribal Affairs	42	74.8%	13.9%	11.2%	1
Office of Research and Development	1,034	88.3%	8.6%	3.1%	3
Office of Land and Emergency Management	321	83.7%	11.6%	4.7%	1
Office of Water	352	81.1%	13.7%	5.2%	0
REGION 01	363	85.4%	9.9%	4.7%	1
REGION 02	493	84.6%	11.1%	4.3%	1
REGION 03	583	87.0%	9.2%	3.8%	1
REGION 04	603	89.4%	9.2%	1.3%	3
REGION 05	636	85.7%	10.7%	3.6%	0
REGION 06	494	87.2%	9.6%	3.2%	1
REGION 07	323	89.8%	7.0%	3.2%	1
REGION 08	374	86.9%	9.5%	3.7%	1
REGION 09	466	87.0%	10.7%	2.3%	0
REGION 10	381	83.3%	12.2%	4.5%	1

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Environmental Protection Agency	8,645	64.0%	19.0%	17.1%	686
Office of the Administrator	206	53.5%	24.0%	22.5%	21
Office of Air and Radiation	553	64.1%	17.6%	18.2%	53
Office of Administration and Resources Management	427	64.3%	18.8%	16.9%	21
Office of the Chief Financial Officer	161	65.1%	21.5%	13.4%	17
Office of Chemical Safety and Pollution Prevention	452	51.2%	22.8%	26.0%	38
Office of Enforcement and Compliance Assurance	344	56.9%	21.9%	21.2%	29
Office of Environmental Information	198	62.2%	20.8%	17.0%	11
Office of General Counsel	147	73.8%	14.5%	11.8%	21
Office of Inspector General	146	67.8%	11.0%	21.1%	4
Office of International and Tribal Affairs	39	54.6%	26.6%	18.8%	5
Office of Research and Development	963	69.4%	16.2%	14.3%	74
Office of Land and Emergency Management	288	55.2%	20.8%	24.0%	35
Office of Water	309	66.7%	15.3%	18.0%	43
REGION 01	338	69.1%	20.3%	10.6%	27
REGION 02	462	68.4%	17.9%	13.6%	32
REGION 03	546	68.4%	20.8%	10.8%	38
REGION 04	570	68.0%	17.8%	14.2%	35
REGION 05	598	64.5%	19.3%	16.3%	36
REGION 06	466	62.1%	21.8%	16.1%	26
REGION 07	305	65.0%	18.5%	16.6%	20
REGION 08	355	65.8%	15.3%	18.9%	23
REGION 09	424	63.1%	18.9%	18.0%	41
REGION 10	344	61.0%	18.5%	20.5%	35

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Environmental Protection Agency	9,269	51.1%	24.4%	24.5%	95
Office of the Administrator	227	53.0%	23.0%	24.0%	5
Office of Air and Radiation	599	47.0%	27.5%	25.4%	6
Office of Administration and Resources Management	447	56.2%	23.9%	20.0%	4
Office of the Chief Financial Officer	178	54.2%	23.9%	21.9%	1
Office of Chemical Safety and Pollution Prevention	485	42.2%	25.8%	31.9%	6
Office of Enforcement and Compliance Assurance	365	40.7%	25.6%	33.8%	8
Office of Environmental Information	211	43.3%	24.5%	32.2%	0
Office of General Counsel	166	65.8%	20.4%	13.8%	1
Office of Inspector General	150	61.4%	15.4%	23.2%	2
Office of International and Tribal Affairs	45	37.8%	12.5%	49.7%	0
Office of Research and Development	1,029	54.3%	25.5%	20.3%	8
Office of Land and Emergency Management	315	43.8%	32.5%	23.7%	10
Office of Water	351	52.6%	21.0%	26.4%	5
REGION 01	365	53.2%	22.0%	24.8%	2
REGION 02	491	50.4%	27.4%	22.2%	5
REGION 03	584	59.8%	22.5%	17.7%	3
REGION 04	599	63.3%	20.3%	16.4%	3
REGION 05	631	48.5%	24.7%	26.8%	6
REGION 06	488	48.2%	23.9%	27.9%	5
REGION 07	320	60.4%	22.8%	16.8%	5
REGION 08	374	57.4%	21.3%	21.3%	5
REGION 09	464	43.5%	29.3%	27.2%	3
REGION 10	380	42.3%	23.4%	34.3%	2

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Environmental Protection Agency	9,233	65.4%	15.2%	19.4%	169
Office of the Administrator	227	62.2%	16.8%	21.0%	5
Office of Air and Radiation	598	61.1%	17.9%	21.0%	11
Office of Administration and Resources Management	442	72.3%	11.1%	16.6%	12
Office of the Chief Financial Officer	179	69.6%	13.3%	17.1%	0
Office of Chemical Safety and Pollution Prevention	473	62.9%	13.1%	24.0%	18
Office of Enforcement and Compliance Assurance	363	57.4%	17.3%	25.3%	11
Office of Environmental Information	205	70.0%	13.8%	16.3%	7
Office of General Counsel	166	73.0%	9.2%	17.8%	2
Office of Inspector General	154	75.1%	11.7%	13.2%	0
Office of International and Tribal Affairs	45	49.8%	17.3%	32.9%	0
Office of Research and Development	1,028	70.3%	13.9%	15.8%	12
Office of Land and Emergency Management	314	65.7%	12.3%	22.0%	12
Office of Water	349	64.4%	15.2%	20.4%	7
REGION 01	364	67.1%	14.4%	18.5%	5
REGION 02	483	64.9%	14.5%	20.6%	16
REGION 03	583	61.7%	17.5%	20.8%	5
REGION 04	598	73.7%	11.0%	15.3%	10
REGION 05	633	59.2%	19.8%	21.0%	5
REGION 06	490	65.8%	18.1%	16.1%	6
REGION 07	323	66.2%	18.9%	14.9%	3
REGION 08	372	64.5%	17.2%	18.3%	7
REGION 09	462	69.5%	11.7%	18.7%	8
REGION 10	377	56.2%	17.6%	26.1%	7

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Environmental Protection Agency	9,400	83.2%	9.5%	7.3%
Office of the Administrator	232	79.6%	11.2%	9.1%
Office of Air and Radiation	608	84.3%	8.6%	7.1%
Office of Administration and Resources Management	453	76.3%	12.3%	11.4%
Office of the Chief Financial Officer	179	77.0%	10.6%	12.4%
Office of Chemical Safety and Pollution Prevention	492	81.8%	11.9%	6.3%
Office of Enforcement and Compliance Assurance	373	79.7%	10.4%	10.0%
Office of Environmental Information	211	84.6%	9.5%	5.9%
Office of General Counsel	168	93.2%	4.4%	2.5%
Office of Inspector General	154	89.2%	4.2%	6.5%
Office of International and Tribal Affairs	45	86.9%	2.1%	10.9%
Office of Research and Development	1,041	85.5%	8.2%	6.3%
Office of Land and Emergency Management	326	80.0%	9.9%	10.0%
Office of Water	355	82.6%	9.4%	8.0%
REGION 01	369	83.5%	10.9%	5.6%
REGION 02	498	80.4%	12.4%	7.2%
REGION 03	586	86.3%	10.3%	3.4%
REGION 04	608	85.1%	8.3%	6.6%
REGION 05	639	82.6%	9.9%	7.5%
REGION 06	498	80.0%	10.2%	9.8%
REGION 07	326	87.7%	4.7%	7.5%
REGION 08	379	85.4%	8.0%	6.6%
REGION 09	471	86.3%	7.8%	5.9%
REGION 10	384	83.2%	10.8%	6.0%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Environmental Protection Agency	9,054	42.6%	21.7%	35.6%	331
Office of the Administrator	218	39.0%	20.4%	40.5%	10
Office of Air and Radiation	594	46.7%	18.7%	34.5%	11
Office of Administration and Resources Management	434	44.9%	22.3%	32.8%	19
Office of the Chief Financial Officer	175	46.2%	23.5%	30.3%	4
Office of Chemical Safety and Pollution Prevention	469	40.4%	18.8%	40.8%	21
Office of Enforcement and Compliance Assurance	357	29.0%	19.2%	51.8%	17
Office of Environmental Information	204	27.9%	18.4%	53.8%	8
Office of General Counsel	162	75.0%	14.1%	10.9%	6
Office of Inspector General	144	52.8%	19.3%	27.9%	10
Office of International and Tribal Affairs	44	45.5%	13.3%	41.2%	1
Office of Research and Development	1,000	29.8%	20.4%	49.8%	40
Office of Land and Emergency Management	311	41.2%	19.4%	39.5%	14
Office of Water	349	37.2%	24.0%	38.8%	7
REGION 01	350	39.6%	26.0%	34.4%	18
REGION 02	473	37.6%	28.5%	33.9%	27
REGION 03	568	54.7%	19.4%	25.9%	19
REGION 04	590	52.6%	23.3%	24.1%	15
REGION 05	609	45.7%	27.0%	27.3%	27
REGION 06	477	42.2%	25.6%	32.3%	19
REGION 07	319	54.3%	20.9%	24.8%	7
REGION 08	368	47.7%	17.7%	34.6%	10
REGION 09	459	45.5%	19.4%	35.2%	12
REGION 10	375	41.5%	25.1%	33.4%	9

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Environmental Protection Agency	8,519	42.1%	27.7%	30.1%	840
Office of the Administrator	210	39.3%	27.8%	32.9%	20
Office of Air and Radiation	555	47.3%	22.5%	30.2%	53
Office of Administration and Resources Management	417	40.9%	28.2%	30.9%	33
Office of the Chief Financial Officer	170	46.0%	20.7%	33.2%	8
Office of Chemical Safety and Pollution Prevention	444	41.3%	26.5%	32.2%	47
Office of Enforcement and Compliance Assurance	338	35.8%	26.0%	38.2%	34
Office of Environmental Information	187	31.7%	36.4%	31.9%	25
Office of General Counsel	137	49.7%	31.5%	18.8%	31
Office of Inspector General	142	52.6%	19.7%	27.8%	10
Office of International and Tribal Affairs	40	26.8%	32.3%	41.0%	5
Office of Research and Development	955	48.8%	25.9%	25.4%	86
Office of Land and Emergency Management	292	40.4%	26.7%	32.9%	32
Office of Water	318	45.6%	26.9%	27.5%	36
REGION 01	328	35.4%	32.7%	31.8%	37
REGION 02	467	40.4%	27.5%	32.1%	29
REGION 03	521	37.1%	34.8%	28.1%	60
REGION 04	568	44.7%	26.6%	28.7%	35
REGION 05	577	37.8%	28.9%	33.3%	56
REGION 06	461	39.8%	28.3%	31.9%	32
REGION 07	305	42.4%	27.2%	30.4%	21
REGION 08	335	44.0%	28.7%	27.3%	44
REGION 09	413	45.5%	30.9%	23.6%	56
REGION 10	334	40.3%	29.9%	29.8%	50

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Unit (continued)

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Environmental Protection Agency	8,029	31.6%	31.3%	37.1%	1,338
Office of the Administrator	210	29.6%	32.9%	37.5%	20
Office of Air and Radiation	524	34.7%	29.6%	35.7%	79
Office of Administration and Resources Management	404	33.5%	27.1%	39.4%	47
Office of the Chief Financial Officer	162	33.2%	26.0%	40.8%	15
Office of Chemical Safety and Pollution Prevention	422	28.4%	28.0%	43.6%	67
Office of Enforcement and Compliance Assurance	315	31.2%	27.3%	41.5%	58
Office of Environmental Information	181	27.2%	41.5%	31.3%	31
Office of General Counsel	112	45.6%	37.1%	17.3%	56
Office of Inspector General	130	37.1%	21.6%	41.3%	24
Office of International and Tribal Affairs	40	26.8%	26.0%	47.2%	5
Office of Research and Development	881	32.4%	30.5%	37.1%	158
Office of Land and Emergency Management	284	30.5%	29.6%	39.9%	39
Office of Water	305	29.0%	31.7%	39.3%	50
REGION 01	302	29.1%	35.5%	35.4%	67
REGION 02	438	25.0%	32.6%	42.4%	60
REGION 03	501	29.6%	33.3%	37.1%	85
REGION 04	536	31.4%	32.9%	35.7%	70
REGION 05	545	30.5%	33.1%	36.4%	90
REGION 06	443	31.9%	30.1%	37.9%	53
REGION 07	284	39.5%	27.1%	33.4%	41
REGION 08	316	35.7%	30.3%	34.0%	62
REGION 09	378	35.8%	38.6%	25.6%	89
REGION 10	312	27.9%	36.6%	35.6%	71

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Unit (continued)

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Environmental Protection Agency	8,497	39.5%	28.8%	31.6%	872
Office of the Administrator	216	35.7%	31.6%	32.7%	14
Office of Air and Radiation	555	38.8%	27.9%	33.3%	53
Office of Administration and Resources Management	420	40.5%	25.1%	34.4%	29
Office of the Chief Financial Officer	166	43.2%	23.9%	32.9%	11
Office of Chemical Safety and Pollution Prevention	439	34.0%	25.4%	40.5%	50
Office of Enforcement and Compliance Assurance	337	33.4%	26.9%	39.7%	36
Office of Environmental Information	185	37.6%	31.1%	31.3%	27
Office of General Counsel	131	49.2%	29.2%	21.6%	37
Office of Inspector General	141	45.4%	22.7%	31.9%	13
Office of International and Tribal Affairs	43	32.8%	26.9%	40.3%	2
Office of Research and Development	928	45.4%	28.2%	26.4%	112
Office of Land and Emergency Management	302	39.8%	28.9%	31.3%	22
Office of Water	317	36.0%	29.0%	34.9%	39
REGION 01	331	50.8%	24.8%	24.4%	38
REGION 02	460	36.7%	31.4%	31.9%	38
REGION 03	524	36.9%	33.5%	29.6%	58
REGION 04	567	43.9%	28.7%	27.4%	38
REGION 05	580	33.0%	33.1%	33.9%	55
REGION 06	456	38.9%	28.1%	33.0%	38
REGION 07	301	41.6%	27.5%	30.9%	25
REGION 08	333	40.9%	32.5%	26.6%	44
REGION 09	416	42.9%	30.5%	26.6%	55
REGION 10	344	35.8%	31.0%	33.2%	38

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Environmental Protection Agency	8,309	50.1%	24.2%	25.7%	1,029
Office of the Administrator	203	48.4%	22.9%	28.7%	27
Office of Air and Radiation	530	46.9%	24.3%	28.8%	77
Office of Administration and Resources Management	416	45.7%	24.7%	29.6%	33
Office of the Chief Financial Officer	171	44.7%	24.5%	30.9%	7
Office of Chemical Safety and Pollution Prevention	426	46.4%	22.2%	31.3%	61
Office of Enforcement and Compliance Assurance	329	44.8%	23.2%	32.0%	41
Office of Environmental Information	177	44.8%	28.3%	26.9%	34
Office of General Counsel	131	54.7%	28.3%	17.0%	32
Office of Inspector General	143	51.7%	20.6%	27.7%	9
Office of International and Tribal Affairs	42	50.5%	25.5%	24.1%	3
Office of Research and Development	935	54.7%	23.7%	21.5%	103
Office of Land and Emergency Management	286	46.7%	24.2%	29.2%	38
Office of Water	302	48.9%	25.8%	25.4%	52
REGION 01	339	64.3%	19.2%	16.4%	30
REGION 02	455	48.4%	26.0%	25.6%	42
REGION 03	511	49.9%	26.3%	23.8%	70
REGION 04	559	52.7%	22.6%	24.7%	44
REGION 05	564	46.7%	25.0%	28.4%	67
REGION 06	439	46.2%	26.7%	27.0%	54
REGION 07	296	48.5%	27.4%	24.0%	27
REGION 08	320	55.8%	23.3%	20.9%	57
REGION 09	404	57.9%	20.7%	21.4%	67
REGION 10	327	53.6%	25.1%	21.3%	53

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Environmental Protection Agency	9,296	79.9%	10.7%	9.5%	46
Office of the Administrator	228	76.9%	12.6%	10.5%	3
Office of Air and Radiation	598	82.7%	10.0%	7.3%	4
Office of Administration and Resources Management	446	73.2%	12.7%	14.2%	3
Office of the Chief Financial Officer	177	79.0%	12.4%	8.6%	0
Office of Chemical Safety and Pollution Prevention	488	77.8%	10.0%	12.2%	2
Office of Enforcement and Compliance Assurance	370	74.8%	12.0%	13.2%	3
Office of Environmental Information	210	74.3%	12.5%	13.2%	1
Office of General Counsel	167	93.4%	4.2%	2.4%	1
Office of Inspector General	152	79.1%	10.7%	10.2%	1
Office of International and Tribal Affairs	44	64.0%	20.3%	15.6%	0
Office of Research and Development	1,027	79.8%	11.4%	8.7%	9
Office of Land and Emergency Management	319	74.7%	14.1%	11.2%	2
Office of Water	355	76.8%	11.1%	12.1%	1
REGION 01	366	82.5%	10.1%	7.4%	2
REGION 02	493	73.8%	14.7%	11.5%	1
REGION 03	579	84.2%	8.9%	6.8%	3
REGION 04	601	82.9%	9.2%	7.9%	2
REGION 05	632	79.3%	12.3%	8.5%	3
REGION 06	493	77.4%	11.5%	11.1%	0
REGION 07	323	87.6%	5.4%	7.0%	1
REGION 08	374	84.3%	7.3%	8.4%	2
REGION 09	466	85.6%	7.7%	6.7%	2
REGION 10	383	85.0%	8.4%	6.6%	0

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Unit (continued)

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Environmental Protection Agency	8,893	57.3%	28.8%	13.9%	474
Office of the Administrator	215	47.9%	28.0%	24.1%	14
Office of Air and Radiation	591	61.3%	27.9%	10.8%	18
Office of Administration and Resources Management	434	57.1%	27.6%	15.3%	15
Office of the Chief Financial Officer	174	60.1%	28.6%	11.4%	3
Office of Chemical Safety and Pollution Prevention	460	55.7%	25.2%	19.1%	32
Office of Enforcement and Compliance Assurance	357	49.6%	30.8%	19.6%	17
Office of Environmental Information	202	52.5%	27.5%	19.9%	10
Office of General Counsel	149	70.0%	23.7%	6.3%	19
Office of Inspector General	142	50.0%	34.5%	15.5%	12
Office of International and Tribal Affairs	43	58.1%	16.3%	25.6%	2
Office of Research and Development	982	52.6%	31.4%	16.0%	58
Office of Land and Emergency Management	307	55.3%	29.0%	15.7%	17
Office of Water	331	53.4%	33.6%	13.0%	23
REGION 01	343	56.1%	32.6%	11.4%	24
REGION 02	463	55.0%	33.7%	11.3%	33
REGION 03	556	63.0%	26.2%	10.8%	27
REGION 04	586	64.0%	25.5%	10.4%	20
REGION 05	598	57.1%	29.1%	13.9%	34
REGION 06	469	56.6%	30.7%	12.7%	26
REGION 07	316	63.8%	26.5%	9.8%	10
REGION 08	358	62.9%	22.9%	14.2%	20
REGION 09	451	62.4%	27.7%	9.9%	19
REGION 10	361	56.1%	29.8%	14.1%	21

Environmental Protection Agency

1st Level Subagency Comparison Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Environmental Protection Agency	9,385	90.6%	7.9%	1.5%
Office of the Administrator	230	86.4%	9.5%	4.1%
Office of Air and Radiation	610	91.6%	7.0%	1.4%
Office of Administration and Resources Management	451	85.3%	11.8%	2.9%
Office of the Chief Financial Officer	178	87.6%	9.1%	3.3%
Office of Chemical Safety and Pollution Prevention	491	86.6%	11.7%	1.6%
Office of Enforcement and Compliance Assurance	372	90.1%	6.9%	3.0%
Office of Environmental Information	211	87.2%	11.0%	1.9%
Office of General Counsel	168	98.8%	1.2%	0.0%
Office of Inspector General	154	88.3%	9.5%	2.2%
Office of International and Tribal Affairs	45	78.0%	17.3%	4.6%
Office of Research and Development	1,039	91.7%	7.0%	1.3%
Office of Land and Emergency Management	325	89.3%	9.7%	1.1%
Office of Water	355	89.9%	8.2%	2.0%
REGION 01	369	94.0%	5.2%	0.8%
REGION 02	499	87.8%	10.6%	1.5%
REGION 03	584	93.8%	5.9%	0.3%
REGION 04	608	94.5%	4.7%	0.8%
REGION 05	638	91.9%	6.9%	1.1%
REGION 06	496	87.7%	10.9%	1.5%
REGION 07	326	92.8%	6.5%	0.7%
REGION 08	377	91.5%	6.8%	1.7%
REGION 09	470	94.4%	5.2%	0.4%
REGION 10	384	91.3%	7.9%	0.8%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Environmental Protection Agency	9,092	75.4%	14.5%	10.1%	174
Office of the Administrator	220	73.2%	15.7%	11.1%	9
Office of Air and Radiation	584	77.1%	14.6%	8.3%	13
Office of Administration and Resources Management	437	65.9%	20.9%	13.3%	12
Office of the Chief Financial Officer	174	74.4%	16.0%	9.5%	1
Office of Chemical Safety and Pollution Prevention	464	72.0%	15.3%	12.7%	16
Office of Enforcement and Compliance Assurance	361	71.6%	16.4%	12.0%	7
Office of Environmental Information	205	55.4%	24.2%	20.4%	3
Office of General Counsel	160	86.0%	11.5%	2.5%	6
Office of Inspector General	147	80.1%	11.7%	8.2%	5
Office of International and Tribal Affairs	44	83.9%	2.0%	14.1%	0
Office of Research and Development	1,001	73.2%	15.9%	10.9%	29
Office of Land and Emergency Management	316	74.2%	13.7%	12.2%	7
Office of Water	347	73.5%	14.3%	12.2%	3
REGION 01	355	79.2%	11.9%	8.8%	6
REGION 02	484	79.5%	13.3%	7.2%	6
REGION 03	572	85.0%	9.5%	5.5%	5
REGION 04	591	79.6%	12.2%	8.2%	10
REGION 05	618	77.0%	15.9%	7.1%	9
REGION 06	480	74.8%	14.6%	10.6%	9
REGION 07	320	83.0%	12.2%	4.8%	2
REGION 08	374	77.3%	10.1%	12.6%	3
REGION 09	461	72.7%	15.7%	11.6%	4
REGION 10	372	71.1%	14.7%	14.3%	9

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency (continued)

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Environmental Protection Agency	8,995	48.0%	23.3%	28.6%	281
Office of the Administrator	219	38.4%	25.2%	36.4%	9
Office of Air and Radiation	586	47.6%	22.7%	29.7%	14
Office of Administration and Resources Management	434	45.2%	23.4%	31.4%	16
Office of the Chief Financial Officer	174	51.7%	23.6%	24.7%	1
Office of Chemical Safety and Pollution Prevention	465	39.1%	23.3%	37.6%	15
Office of Enforcement and Compliance Assurance	349	42.4%	22.7%	34.9%	16
Office of Environmental Information	204	45.8%	27.1%	27.1%	7
Office of General Counsel	163	39.8%	25.1%	35.0%	5
Office of Inspector General	150	44.4%	21.7%	33.9%	3
Office of International and Tribal Affairs	44	47.7%	18.0%	34.3%	0
Office of Research and Development	1,003	44.7%	25.4%	29.9%	28
Office of Land and Emergency Management	316	47.7%	17.3%	35.0%	6
Office of Water	342	44.1%	19.8%	36.1%	7
REGION 01	353	58.6%	23.6%	17.8%	12
REGION 02	471	50.7%	27.0%	22.3%	19
REGION 03	548	56.6%	22.6%	20.8%	31
REGION 04	582	56.9%	23.1%	20.0%	18
REGION 05	607	49.0%	26.2%	24.8%	22
REGION 06	470	52.1%	24.4%	23.6%	19
REGION 07	313	58.4%	19.2%	22.4%	7
REGION 08	368	48.3%	22.7%	29.0%	8
REGION 09	457	47.8%	19.9%	32.3%	9
REGION 10	372	40.2%	23.7%	36.1%	9

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Environmental Protection Agency	9,075	60.3%	20.5%	19.2%	209
Office of the Administrator	227	53.7%	21.1%	25.2%	4
Office of Air and Radiation	588	60.3%	22.0%	17.8%	12
Office of Administration and Resources Management	432	56.4%	20.8%	22.9%	17
Office of the Chief Financial Officer	175	58.7%	19.0%	22.2%	2
Office of Chemical Safety and Pollution Prevention	469	53.8%	19.8%	26.4%	12
Office of Enforcement and Compliance Assurance	361	56.4%	20.9%	22.7%	6
Office of Environmental Information	204	64.2%	19.2%	16.7%	6
Office of General Counsel	160	76.3%	10.3%	13.5%	8
Office of Inspector General	153	65.2%	16.5%	18.3%	0
Office of International and Tribal Affairs	43	67.8%	9.3%	22.9%	1
Office of Research and Development	1,005	65.0%	17.6%	17.5%	27
Office of Land and Emergency Management	312	58.3%	21.1%	20.6%	7
Office of Water	342	62.7%	19.9%	17.4%	7
REGION 01	360	68.0%	20.2%	11.9%	3
REGION 02	479	56.5%	24.6%	18.9%	15
REGION 03	567	62.5%	20.3%	17.2%	14
REGION 04	589	66.3%	17.0%	16.7%	12
REGION 05	611	56.2%	24.8%	19.0%	15
REGION 06	481	60.5%	21.6%	18.0%	8
REGION 07	315	60.0%	22.3%	17.6%	5
REGION 08	366	57.1%	23.9%	19.0%	11
REGION 09	456	60.0%	19.4%	20.6%	9
REGION 10	375	57.9%	22.0%	20.1%	8

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Environmental Protection Agency	8,918	49.3%	26.5%	24.2%	326
Office of the Administrator	225	39.8%	25.0%	35.2%	6
Office of Air and Radiation	577	48.3%	26.0%	25.6%	21
Office of Administration and Resources Management	428	48.0%	26.2%	25.7%	20
Office of the Chief Financial Officer	170	48.3%	27.0%	24.8%	5
Office of Chemical Safety and Pollution Prevention	465	43.8%	25.9%	30.3%	16
Office of Enforcement and Compliance Assurance	351	47.4%	24.4%	28.2%	15
Office of Environmental Information	200	51.7%	27.1%	21.1%	10
Office of General Counsel	156	57.7%	29.2%	13.2%	11
Office of Inspector General	150	47.0%	24.4%	28.6%	3
Office of International and Tribal Affairs	42	57.5%	18.5%	24.0%	2
Office of Research and Development	990	55.0%	23.7%	21.3%	35
Office of Land and Emergency Management	309	46.6%	27.3%	26.1%	13
Office of Water	337	51.0%	27.3%	21.7%	11
REGION 01	351	59.1%	24.9%	16.0%	12
REGION 02	476	44.1%	31.4%	24.4%	14
REGION 03	549	53.2%	26.1%	20.8%	20
REGION 04	576	55.1%	24.9%	20.0%	21
REGION 05	606	45.9%	28.2%	25.8%	20
REGION 06	470	49.5%	27.8%	22.7%	18
REGION 07	309	52.5%	29.0%	18.4%	10
REGION 08	361	47.6%	24.8%	27.5%	14
REGION 09	447	43.8%	30.1%	26.1%	18
REGION 10	368	46.0%	25.8%	28.3%	11

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency (continued)

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Environmental Protection Agency	8,322	22.8%	31.7%	45.5%	939
Office of the Administrator	203	25.2%	28.3%	46.5%	26
Office of Air and Radiation	528	20.5%	32.9%	46.6%	70
Office of Administration and Resources Management	399	32.2%	30.2%	37.6%	51
Office of the Chief Financial Officer	165	29.0%	28.1%	43.0%	9
Office of Chemical Safety and Pollution Prevention	412	21.5%	29.7%	48.7%	67
Office of Enforcement and Compliance Assurance	320	19.9%	28.4%	51.7%	44
Office of Environmental Information	184	15.3%	33.8%	50.9%	28
Office of General Counsel	139	24.2%	31.8%	44.0%	28
Office of Inspector General	143	28.6%	32.2%	39.2%	10
Office of International and Tribal Affairs	38	23.5%	30.9%	45.7%	5
Office of Research and Development	917	29.9%	29.8%	40.3%	113
Office of Land and Emergency Management	287	27.0%	27.1%	45.9%	34
Office of Water	303	23.9%	30.6%	45.5%	46
REGION 01	324	17.3%	34.0%	48.7%	37
REGION 02	460	17.2%	33.9%	48.9%	33
REGION 03	521	20.8%	35.3%	43.9%	57
REGION 04	562	25.7%	34.9%	39.4%	41
REGION 05	573	17.4%	31.5%	51.1%	56
REGION 06	450	28.5%	30.6%	41.0%	35
REGION 07	297	21.7%	33.8%	44.5%	23
REGION 08	338	21.4%	30.5%	48.2%	38
REGION 09	422	18.4%	35.5%	46.0%	39
REGION 10	334	16.5%	30.8%	52.7%	47

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Environmental Protection Agency	8,690	63.8%	22.4%	13.8%	575
Office of the Administrator	211	53.8%	25.3%	20.9%	17
Office of Air and Radiation	560	55.4%	27.7%	16.9%	40
Office of Administration and Resources Management	417	58.7%	24.5%	16.8%	30
Office of the Chief Financial Officer	168	67.4%	24.9%	7.7%	9
Office of Chemical Safety and Pollution Prevention	443	58.7%	22.4%	18.9%	34
Office of Enforcement and Compliance Assurance	339	52.3%	28.2%	19.5%	27
Office of Environmental Information	203	64.4%	21.2%	14.4%	9
Office of General Counsel	152	84.9%	10.5%	4.6%	15
Office of Inspector General	140	61.6%	22.7%	15.7%	12
Office of International and Tribal Affairs	42	67.9%	18.9%	13.2%	2
Office of Research and Development	957	63.6%	23.8%	12.6%	72
Office of Land and Emergency Management	300	58.8%	24.9%	16.3%	23
Office of Water	323	68.3%	22.3%	9.4%	28
REGION 01	337	69.5%	19.1%	11.4%	28
REGION 02	454	64.1%	21.8%	14.0%	33
REGION 03	557	78.3%	14.0%	7.7%	24
REGION 04	575	71.8%	19.1%	9.1%	25
REGION 05	584	56.8%	27.6%	15.6%	40
REGION 06	464	69.1%	21.3%	9.5%	23
REGION 07	309	71.2%	16.5%	12.4%	13
REGION 08	358	69.5%	19.8%	10.7%	18
REGION 09	438	62.9%	20.3%	16.8%	28
REGION 10	354	60.9%	21.3%	17.9%	25

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency (continued)

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Environmental Protection Agency	9,120	84.6%	10.4%	4.9%	160
Office of the Administrator	217	83.2%	12.5%	4.3%	13
Office of Air and Radiation	585	86.0%	11.2%	2.8%	10
Office of Administration and Resources Management	438	79.1%	15.8%	5.1%	11
Office of the Chief Financial Officer	174	82.4%	12.3%	5.3%	2
Office of Chemical Safety and Pollution Prevention	476	80.4%	13.2%	6.4%	6
Office of Enforcement and Compliance Assurance	354	77.8%	14.6%	7.6%	10
Office of Environmental Information	206	80.3%	14.6%	5.1%	6
Office of General Counsel	154	84.1%	12.6%	3.3%	14
Office of Inspector General	148	87.9%	7.8%	4.3%	4
Office of International and Tribal Affairs	42	92.9%	7.1%	0.0%	2
Office of Research and Development	1,017	90.0%	7.0%	3.0%	13
Office of Land and Emergency Management	318	87.8%	6.0%	6.2%	5
Office of Water	344	82.5%	11.4%	6.0%	5
REGION 01	357	85.0%	10.9%	4.1%	7
REGION 02	483	84.6%	10.8%	4.6%	10
REGION 03	573	89.5%	8.2%	2.3%	8
REGION 04	595	90.3%	6.1%	3.5%	4
REGION 05	625	86.9%	10.8%	2.3%	5
REGION 06	482	87.7%	9.8%	2.5%	7
REGION 07	320	92.1%	6.0%	1.9%	1
REGION 08	369	90.7%	5.9%	3.4%	8
REGION 09	459	61.9%	16.5%	21.6%	6
REGION 10	379	83.9%	10.2%	5.9%	3

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency (continued)

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Environmental Protection Agency	9,158	84.7%	11.1%	4.2%	89
Office of the Administrator	227	81.4%	13.1%	5.5%	3
Office of Air and Radiation	589	87.2%	10.3%	2.5%	4
Office of Administration and Resources Management	441	81.5%	11.7%	6.8%	3
Office of the Chief Financial Officer	175	84.8%	10.7%	4.5%	0
Office of Chemical Safety and Pollution Prevention	475	87.1%	9.7%	3.3%	4
Office of Enforcement and Compliance Assurance	364	82.2%	13.2%	4.6%	1
Office of Environmental Information	207	87.0%	10.6%	2.4%	5
Office of General Counsel	162	86.5%	10.5%	3.0%	4
Office of Inspector General	152	86.9%	7.4%	5.7%	1
Office of International and Tribal Affairs	44	90.7%	4.8%	4.5%	0
Office of Research and Development	1,023	90.6%	6.7%	2.7%	7
Office of Land and Emergency Management	317	89.1%	8.6%	2.3%	4
Office of Water	347	86.4%	11.0%	2.7%	1
REGION 01	361	89.4%	8.6%	2.0%	3
REGION 02	481	82.0%	13.4%	4.6%	12
REGION 03	576	89.9%	7.2%	3.0%	2
REGION 04	598	85.0%	10.3%	4.7%	3
REGION 05	619	81.8%	13.3%	4.9%	6
REGION 06	475	77.1%	17.1%	5.8%	11
REGION 07	318	92.9%	4.1%	3.0%	3
REGION 08	369	85.9%	9.7%	4.5%	4
REGION 09	456	67.6%	23.4%	9.1%	5
REGION 10	377	81.0%	13.0%	6.0%	3

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Environmental Protection Agency	8,570	57.2%	21.6%	21.3%	693
Office of the Administrator	210	41.8%	23.5%	34.8%	18
Office of Air and Radiation	549	62.1%	19.5%	18.4%	51
Office of Administration and Resources Management	422	48.0%	29.5%	22.5%	26
Office of the Chief Financial Officer	165	50.4%	24.4%	25.3%	10
Office of Chemical Safety and Pollution Prevention	438	47.0%	21.8%	31.2%	39
Office of Enforcement and Compliance Assurance	335	50.2%	24.1%	25.6%	30
Office of Environmental Information	190	58.4%	22.3%	19.3%	20
Office of General Counsel	136	68.3%	16.3%	15.4%	31
Office of Inspector General	144	59.4%	16.5%	24.2%	9
Office of International and Tribal Affairs	39	49.8%	23.5%	26.7%	4
Office of Research and Development	955	65.9%	18.3%	15.9%	75
Office of Land and Emergency Management	301	50.4%	23.6%	26.1%	22
Office of Water	326	61.2%	19.2%	19.6%	25
REGION 01	326	67.1%	18.4%	14.6%	35
REGION 02	459	54.5%	22.0%	23.5%	34
REGION 03	541	62.2%	21.2%	16.6%	40
REGION 04	568	56.8%	21.3%	21.9%	32
REGION 05	579	57.7%	23.0%	19.4%	48
REGION 06	455	54.6%	24.2%	21.1%	32
REGION 07	307	60.0%	19.9%	20.1%	12
REGION 08	342	56.1%	18.9%	25.0%	33
REGION 09	433	59.3%	24.3%	16.4%	30
REGION 10	345	56.7%	19.9%	23.4%	37

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency (continued)

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Environmental Protection Agency	8,226	72.3%	16.9%	10.8%	1,011
Office of the Administrator	199	66.0%	17.8%	16.2%	28
Office of Air and Radiation	530	75.6%	14.8%	9.6%	68
Office of Administration and Resources Management	408	65.2%	24.0%	10.8%	37
Office of the Chief Financial Officer	158	71.8%	20.7%	7.4%	16
Office of Chemical Safety and Pollution Prevention	413	63.6%	20.5%	15.9%	64
Office of Enforcement and Compliance Assurance	323	69.8%	17.1%	13.1%	43
Office of Environmental Information	181	70.9%	18.0%	11.2%	28
Office of General Counsel	126	86.8%	9.9%	3.3%	41
Office of Inspector General	136	71.0%	11.6%	17.4%	16
Office of International and Tribal Affairs	41	73.5%	13.1%	13.4%	3
Office of Research and Development	944	81.0%	12.0%	7.0%	86
Office of Land and Emergency Management	275	69.7%	17.6%	12.8%	46
Office of Water	307	79.1%	12.4%	8.5%	41
REGION 01	321	80.6%	12.9%	6.5%	43
REGION 02	440	69.5%	18.8%	11.7%	47
REGION 03	520	77.1%	16.6%	6.3%	59
REGION 04	541	70.7%	18.7%	10.6%	54
REGION 05	576	66.0%	19.4%	14.6%	50
REGION 06	433	67.5%	19.8%	12.7%	54
REGION 07	290	72.8%	14.9%	12.3%	29
REGION 08	329	74.0%	15.0%	11.1%	44
REGION 09	396	71.8%	18.2%	10.0%	67
REGION 10	334	71.2%	17.3%	11.5%	47

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Environmental Protection Agency	9,143	72.4%	15.8%	11.8%	128
Office of the Administrator	220	59.6%	21.6%	18.9%	9
Office of Air and Radiation	585	72.2%	15.2%	12.5%	14
Office of Administration and Resources Management	444	69.1%	18.8%	12.1%	3
Office of the Chief Financial Officer	176	72.3%	22.1%	5.6%	0
Office of Chemical Safety and Pollution Prevention	474	67.6%	16.5%	16.0%	6
Office of Enforcement and Compliance Assurance	357	63.1%	19.0%	17.9%	7
Office of Environmental Information	206	72.9%	18.5%	8.6%	5
Office of General Counsel	164	49.1%	23.5%	27.4%	4
Office of Inspector General	150	78.6%	12.2%	9.2%	2
Office of International and Tribal Affairs	42	71.9%	18.4%	9.7%	1
Office of Research and Development	1,012	72.7%	14.4%	12.9%	21
Office of Land and Emergency Management	318	65.3%	19.8%	14.8%	4
Office of Water	343	56.5%	20.0%	23.5%	7
REGION 01	360	82.7%	11.9%	5.4%	3
REGION 02	488	78.2%	15.5%	6.3%	5
REGION 03	571	83.8%	9.9%	6.3%	8
REGION 04	599	78.4%	13.4%	8.2%	3
REGION 05	623	80.7%	13.5%	5.8%	5
REGION 06	481	75.5%	15.9%	8.6%	6
REGION 07	317	82.3%	10.6%	7.1%	3
REGION 08	373	71.1%	14.3%	14.6%	2
REGION 09	460	70.0%	17.8%	12.1%	5
REGION 10	375	60.8%	20.1%	19.1%	5

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Environmental Protection Agency	9,270	66.7%	18.4%	14.9%
Office of the Administrator	230	47.5%	22.4%	30.1%
Office of Air and Radiation	600	64.8%	19.9%	15.2%
Office of Administration and Resources Management	449	60.5%	20.2%	19.4%
Office of the Chief Financial Officer	175	60.4%	25.7%	13.8%
Office of Chemical Safety and Pollution Prevention	479	57.7%	23.9%	18.4%
Office of Enforcement and Compliance Assurance	364	57.3%	19.7%	23.1%
Office of Environmental Information	211	66.0%	17.0%	17.0%
Office of General Counsel	168	66.9%	18.8%	14.3%
Office of Inspector General	153	57.6%	19.6%	22.9%
Office of International and Tribal Affairs	43	57.1%	30.7%	12.3%
Office of Research and Development	1,031	65.1%	18.2%	16.7%
Office of Land and Emergency Management	321	59.8%	20.8%	19.5%
Office of Water	347	61.4%	21.9%	16.7%
REGION 01	360	78.6%	14.9%	6.6%
REGION 02	492	72.5%	16.7%	10.9%
REGION 03	582	82.1%	10.3%	7.7%
REGION 04	602	76.6%	12.5%	10.9%
REGION 05	627	71.2%	17.7%	11.0%
REGION 06	486	71.5%	17.2%	11.3%
REGION 07	322	77.3%	13.0%	9.7%
REGION 08	376	69.8%	17.5%	12.6%
REGION 09	465	66.5%	20.3%	13.2%
REGION 10	382	56.1%	24.2%	19.6%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Environmental Protection Agency	8,438	41.3%	27.5%	31.2%	857
Office of the Administrator	204	35.2%	23.8%	41.0%	27
Office of Air and Radiation	538	38.3%	28.1%	33.6%	63
Office of Administration and Resources Management	410	44.5%	27.9%	27.5%	39
Office of the Chief Financial Officer	170	40.2%	24.2%	35.6%	7
Office of Chemical Safety and Pollution Prevention	428	39.0%	27.2%	33.8%	52
Office of Enforcement and Compliance Assurance	319	31.0%	32.6%	36.3%	46
Office of Environmental Information	193	44.4%	27.2%	28.4%	18
Office of General Counsel	149	56.1%	18.8%	25.0%	19
Office of Inspector General	147	39.6%	23.5%	36.8%	6
Office of International and Tribal Affairs	41	43.2%	32.5%	24.3%	3
Office of Research and Development	941	38.2%	30.0%	31.7%	92
Office of Land and Emergency Management	294	39.1%	24.7%	36.2%	28
Office of Water	322	41.0%	27.6%	31.4%	28
REGION 01	323	53.6%	22.1%	24.4%	40
REGION 02	445	43.4%	29.6%	27.0%	49
REGION 03	531	45.8%	27.2%	27.0%	51
REGION 04	564	43.9%	25.6%	30.5%	40
REGION 05	570	45.0%	28.7%	26.3%	58
REGION 06	442	40.4%	28.9%	30.6%	46
REGION 07	313	49.0%	23.7%	27.3%	10
REGION 08	341	41.7%	25.2%	33.0%	36
REGION 09	403	38.3%	31.2%	30.5%	62
REGION 10	345	30.2%	27.3%	42.4%	37

Environmental Protection Agency

1st Level Subagency Comparison Report

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Environmental Protection Agency	9,239	88.8%	6.4%	4.7%	46
Office of the Administrator	229	80.6%	8.3%	11.1%	2
Office of Air and Radiation	598	91.1%	5.2%	3.6%	1
Office of Administration and Resources Management	449	85.3%	8.2%	6.6%	0
Office of the Chief Financial Officer	177	80.3%	10.1%	9.7%	0
Office of Chemical Safety and Pollution Prevention	478	81.2%	10.7%	8.1%	3
Office of Enforcement and Compliance Assurance	363	86.9%	5.8%	7.3%	2
Office of Environmental Information	210	88.6%	4.9%	6.5%	1
Office of General Counsel	167	93.9%	2.4%	3.7%	0
Office of Inspector General	151	85.7%	8.9%	5.4%	1
Office of International and Tribal Affairs	44	87.4%	7.9%	4.7%	0
Office of Research and Development	1,028	91.0%	6.3%	2.7%	4
Office of Land and Emergency Management	316	83.6%	10.0%	6.4%	6
Office of Water	349	88.7%	6.2%	5.1%	1
REGION 01	362	92.2%	5.4%	2.3%	1
REGION 02	492	87.8%	7.4%	4.8%	2
REGION 03	579	93.7%	3.6%	2.7%	3
REGION 04	599	90.4%	5.4%	4.2%	3
REGION 05	625	90.2%	5.9%	3.9%	2
REGION 06	482	88.2%	8.0%	3.8%	5
REGION 07	321	92.5%	4.8%	2.7%	1
REGION 08	376	93.5%	3.4%	3.1%	0
REGION 09	464	89.2%	5.2%	5.6%	2
REGION 10	375	91.5%	5.6%	3.0%	6

Environmental Protection Agency

1st Level Subagency Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Environmental Protection Agency	9,230	76.2%	12.7%	11.0%	35
Office of the Administrator	229	69.7%	11.8%	18.5%	1
Office of Air and Radiation	596	79.3%	10.4%	10.2%	3
Office of Administration and Resources Management	448	76.1%	12.8%	11.1%	0
Office of the Chief Financial Officer	177	69.7%	15.3%	15.0%	0
Office of Chemical Safety and Pollution Prevention	479	72.7%	13.7%	13.6%	1
Office of Enforcement and Compliance Assurance	361	73.4%	12.8%	13.8%	2
Office of Environmental Information	211	77.6%	13.6%	8.8%	0
Office of General Counsel	167	83.9%	8.5%	7.6%	0
Office of Inspector General	152	76.6%	12.1%	11.3%	0
Office of International and Tribal Affairs	44	67.0%	18.3%	14.6%	0
Office of Research and Development	1,026	77.9%	12.5%	9.5%	4
Office of Land and Emergency Management	318	71.2%	14.0%	14.8%	4
Office of Water	348	77.0%	10.8%	12.2%	1
REGION 01	363	75.5%	15.8%	8.7%	0
REGION 02	490	71.3%	16.0%	12.7%	2
REGION 03	578	79.1%	10.9%	10.0%	4
REGION 04	600	80.0%	11.9%	8.1%	0
REGION 05	625	74.0%	14.4%	11.6%	3
REGION 06	484	74.8%	13.6%	11.6%	0
REGION 07	321	79.9%	10.5%	9.7%	1
REGION 08	374	82.0%	10.5%	7.5%	0
REGION 09	461	80.5%	10.8%	8.6%	3
REGION 10	373	72.7%	15.3%	12.0%	6

Environmental Protection Agency

1st Level Subagency Comparison Report

My Supervisor (continued)

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Environmental Protection Agency	9,169	72.4%	14.7%	13.0%	58
Office of the Administrator	228	63.1%	13.6%	23.4%	3
Office of Air and Radiation	596	73.0%	13.4%	13.6%	2
Office of Administration and Resources Management	442	74.3%	14.4%	11.3%	4
Office of the Chief Financial Officer	173	66.8%	17.6%	15.6%	2
Office of Chemical Safety and Pollution Prevention	473	65.7%	17.1%	17.3%	4
Office of Enforcement and Compliance Assurance	359	64.6%	18.5%	16.9%	4
Office of Environmental Information	206	72.6%	16.6%	10.8%	2
Office of General Counsel	166	81.9%	8.2%	10.0%	0
Office of Inspector General	151	68.3%	15.6%	16.1%	1
Office of International and Tribal Affairs	44	70.0%	15.7%	14.2%	0
Office of Research and Development	1,020	77.7%	12.1%	10.2%	7
Office of Land and Emergency Management	316	67.7%	17.7%	14.7%	4
Office of Water	347	71.2%	14.1%	14.7%	1
REGION 01	359	77.7%	13.9%	8.5%	1
REGION 02	485	68.1%	16.1%	15.8%	3
REGION 03	574	75.4%	13.1%	11.4%	4
REGION 04	597	77.3%	11.4%	11.3%	1
REGION 05	623	69.9%	18.5%	11.6%	2
REGION 06	482	70.9%	15.4%	13.7%	2
REGION 07	321	77.8%	11.7%	10.5%	0
REGION 08	371	77.5%	12.9%	9.6%	1
REGION 09	460	74.7%	14.3%	11.1%	3
REGION 10	371	69.6%	16.5%	14.0%	7

Environmental Protection Agency

1st Level Subagency Comparison Report

My Supervisor (continued)

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Environmental Protection Agency	8,393	76.2%	17.7%	6.0%	851
Office of the Administrator	197	67.5%	22.0%	10.5%	29
Office of Air and Radiation	547	74.9%	19.3%	5.8%	54
Office of Administration and Resources Management	423	77.8%	16.2%	6.0%	27
Office of the Chief Financial Officer	169	76.8%	19.3%	4.0%	8
Office of Chemical Safety and Pollution Prevention	432	72.8%	18.2%	8.9%	47
Office of Enforcement and Compliance Assurance	323	72.0%	18.6%	9.4%	41
Office of Environmental Information	195	80.4%	12.6%	7.0%	15
Office of General Counsel	146	86.0%	10.4%	3.6%	19
Office of Inspector General	135	73.4%	19.5%	7.1%	16
Office of International and Tribal Affairs	40	81.8%	10.1%	8.1%	4
Office of Research and Development	931	80.2%	15.3%	4.5%	95
Office of Land and Emergency Management	287	71.6%	21.9%	6.5%	30
Office of Water	311	75.2%	18.0%	6.8%	37
REGION 01	321	79.2%	17.0%	3.8%	39
REGION 02	446	73.7%	18.3%	8.0%	45
REGION 03	524	79.7%	17.6%	2.7%	54
REGION 04	555	78.6%	15.9%	5.4%	47
REGION 05	553	72.0%	21.9%	6.1%	73
REGION 06	452	75.0%	19.7%	5.3%	32
REGION 07	303	80.2%	14.3%	5.5%	17
REGION 08	343	77.8%	18.0%	4.2%	31
REGION 09	425	78.1%	15.0%	7.0%	41
REGION 10	330	75.3%	19.1%	5.6%	50

Environmental Protection Agency

1st Level Subagency Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Environmental Protection Agency	9,202	68.8%	17.6%	13.6%	39
Office of the Administrator	224	58.8%	18.8%	22.3%	1
Office of Air and Radiation	596	69.7%	16.7%	13.6%	2
Office of Administration and Resources Management	446	72.2%	16.9%	10.9%	1
Office of the Chief Financial Officer	176	64.1%	20.3%	15.6%	0
Office of Chemical Safety and Pollution Prevention	475	63.9%	17.3%	18.8%	2
Office of Enforcement and Compliance Assurance	361	64.3%	18.5%	17.3%	3
Office of Environmental Information	205	73.1%	14.4%	12.5%	3
Office of General Counsel	165	80.1%	10.5%	9.4%	0
Office of Inspector General	153	66.4%	18.3%	15.4%	0
Office of International and Tribal Affairs	44	66.5%	10.9%	22.7%	0
Office of Research and Development	1,022	72.3%	17.2%	10.5%	8
Office of Land and Emergency Management	315	64.3%	20.4%	15.3%	5
Office of Water	348	66.3%	18.1%	15.6%	1
REGION 01	361	72.3%	17.9%	9.8%	0
REGION 02	489	62.3%	22.1%	15.6%	3
REGION 03	579	69.4%	18.9%	11.6%	2
REGION 04	599	75.7%	13.3%	11.0%	0
REGION 05	625	67.6%	19.1%	13.3%	2
REGION 06	481	66.3%	19.5%	14.2%	1
REGION 07	319	75.9%	12.5%	11.5%	1
REGION 08	373	73.1%	16.6%	10.4%	2
REGION 09	464	70.8%	16.2%	13.0%	0
REGION 10	377	64.0%	20.9%	15.1%	2

Environmental Protection Agency

1st Level Subagency Comparison Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Environmental Protection Agency	9,124	75.6%	13.9%	10.4%	137
Office of the Administrator	225	70.0%	12.9%	17.1%	6
Office of Air and Radiation	585	75.1%	14.1%	10.8%	14
Office of Administration and Resources Management	443	73.5%	15.4%	11.2%	5
Office of the Chief Financial Officer	175	77.9%	12.4%	9.7%	1
Office of Chemical Safety and Pollution Prevention	471	70.4%	16.4%	13.2%	9
Office of Enforcement and Compliance Assurance	359	71.9%	13.5%	14.6%	5
Office of Environmental Information	207	76.8%	10.0%	13.2%	4
Office of General Counsel	164	90.4%	7.0%	2.6%	2
Office of Inspector General	150	73.5%	14.0%	12.5%	2
Office of International and Tribal Affairs	43	75.2%	7.1%	17.6%	1
Office of Research and Development	1,015	78.9%	12.8%	8.3%	14
Office of Land and Emergency Management	314	74.9%	15.5%	9.6%	7
Office of Water	346	77.2%	14.2%	8.6%	4
REGION 01	358	81.0%	11.2%	7.8%	4
REGION 02	485	72.0%	18.8%	9.3%	9
REGION 03	574	80.3%	12.5%	7.3%	8
REGION 04	600	79.1%	11.7%	9.2%	3
REGION 05	619	71.0%	16.2%	12.8%	5
REGION 06	472	70.0%	17.5%	12.5%	11
REGION 07	319	80.2%	10.2%	9.6%	3
REGION 08	369	80.0%	13.7%	6.4%	5
REGION 09	459	76.0%	13.3%	10.7%	3
REGION 10	368	74.7%	14.6%	10.7%	11

Environmental Protection Agency

1st Level Subagency Comparison Report

My Supervisor (continued)

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Environmental Protection Agency	9,278	84.7%	7.9%	7.4%
Office of the Administrator	231	77.1%	8.4%	14.5%
Office of Air and Radiation	599	85.4%	7.8%	6.8%
Office of Administration and Resources Management	449	82.0%	11.4%	6.6%
Office of the Chief Financial Officer	177	79.4%	9.8%	10.8%
Office of Chemical Safety and Pollution Prevention	480	80.4%	9.4%	10.3%
Office of Enforcement and Compliance Assurance	364	81.7%	9.4%	8.9%
Office of Environmental Information	211	83.6%	7.8%	8.7%
Office of General Counsel	167	88.9%	6.2%	4.9%
Office of Inspector General	152	78.2%	9.0%	12.8%
Office of International and Tribal Affairs	44	83.7%	6.9%	9.4%
Office of Research and Development	1,032	88.1%	5.9%	6.0%
Office of Land and Emergency Management	322	79.2%	10.5%	10.3%
Office of Water	349	86.2%	5.4%	8.4%
REGION 01	362	88.2%	6.8%	5.0%
REGION 02	494	83.6%	10.3%	6.1%
REGION 03	580	87.6%	6.1%	6.3%
REGION 04	600	85.6%	7.8%	6.6%
REGION 05	628	85.3%	8.5%	6.2%
REGION 06	487	82.4%	9.5%	8.1%
REGION 07	321	87.1%	5.6%	7.4%
REGION 08	377	89.2%	5.3%	5.5%
REGION 09	466	87.0%	6.2%	6.8%
REGION 10	381	87.0%	7.0%	6.0%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Environmental Protection Agency	9,257	87.4%	6.8%	5.8%
Office of the Administrator	231	76.1%	10.4%	13.5%
Office of Air and Radiation	597	87.5%	6.2%	6.3%
Office of Administration and Resources Management	442	85.8%	8.8%	5.4%
Office of the Chief Financial Officer	177	86.6%	6.3%	7.1%
Office of Chemical Safety and Pollution Prevention	479	83.0%	10.1%	6.9%
Office of Enforcement and Compliance Assurance	363	85.2%	7.0%	7.8%
Office of Environmental Information	209	90.4%	4.8%	4.7%
Office of General Counsel	166	86.9%	6.8%	6.3%
Office of Inspector General	153	84.1%	8.1%	7.8%
Office of International and Tribal Affairs	44	85.9%	9.9%	4.2%
Office of Research and Development	1,030	90.5%	4.3%	5.3%
Office of Land and Emergency Management	322	83.7%	7.3%	9.0%
Office of Water	349	89.4%	5.6%	5.0%
REGION 01	361	89.5%	6.3%	4.3%
REGION 02	493	85.2%	9.0%	5.7%
REGION 03	581	89.9%	5.3%	4.8%
REGION 04	598	86.5%	7.8%	5.7%
REGION 05	627	89.2%	6.5%	4.4%
REGION 06	486	87.0%	8.0%	5.0%
REGION 07	322	87.9%	6.2%	5.9%
REGION 08	376	92.1%	3.1%	4.8%
REGION 09	464	88.6%	7.0%	4.5%
REGION 10	382	88.7%	6.9%	4.4%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Environmental Protection Agency	9,256	91.7%	4.6%	3.7%
Office of the Administrator	230	83.3%	7.5%	9.2%
Office of Air and Radiation	599	92.5%	3.8%	3.7%
Office of Administration and Resources Management	447	92.5%	4.5%	3.0%
Office of the Chief Financial Officer	176	92.3%	2.6%	5.1%
Office of Chemical Safety and Pollution Prevention	477	89.7%	5.3%	5.0%
Office of Enforcement and Compliance Assurance	364	88.6%	7.0%	4.5%
Office of Environmental Information	210	89.0%	5.6%	5.4%
Office of General Counsel	167	95.6%	3.2%	1.3%
Office of Inspector General	152	87.9%	5.0%	7.1%
Office of International and Tribal Affairs	44	93.3%	2.2%	4.5%
Office of Research and Development	1,032	92.8%	4.2%	3.0%
Office of Land and Emergency Management	320	88.3%	7.5%	4.1%
Office of Water	350	94.1%	3.3%	2.6%
REGION 01	362	92.6%	4.9%	2.5%
REGION 02	490	90.2%	5.0%	4.8%
REGION 03	578	94.1%	3.7%	2.2%
REGION 04	599	92.0%	4.6%	3.3%
REGION 05	627	93.3%	4.0%	2.7%
REGION 06	487	91.9%	5.0%	3.1%
REGION 07	321	95.8%	2.1%	2.1%
REGION 08	374	92.0%	4.8%	3.2%
REGION 09	464	91.0%	6.1%	2.9%
REGION 10	381	91.0%	3.2%	5.9%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Environmental Protection Agency	9,258	76.2%	12.8%	11.1%
Office of the Administrator	231	63.4%	16.3%	20.2%
Office of Air and Radiation	599	78.5%	11.3%	10.2%
Office of Administration and Resources Management	447	72.4%	14.2%	13.4%
Office of the Chief Financial Officer	176	71.5%	16.8%	11.7%
Office of Chemical Safety and Pollution Prevention	480	68.8%	15.6%	15.6%
Office of Enforcement and Compliance Assurance	363	70.9%	14.0%	15.1%
Office of Environmental Information	211	76.7%	10.9%	12.4%
Office of General Counsel	166	82.6%	9.3%	8.1%
Office of Inspector General	153	70.7%	15.2%	14.0%
Office of International and Tribal Affairs	44	78.9%	9.4%	11.7%
Office of Research and Development	1,030	81.5%	10.1%	8.3%
Office of Land and Emergency Management	322	70.4%	12.6%	17.0%
Office of Water	350	76.2%	10.9%	12.9%
REGION 01	361	83.4%	9.0%	7.6%
REGION 02	491	72.1%	17.3%	10.6%
REGION 03	579	79.5%	13.2%	7.4%
REGION 04	596	77.4%	12.7%	9.9%
REGION 05	628	75.5%	14.8%	9.7%
REGION 06	484	74.6%	14.5%	10.9%
REGION 07	320	79.8%	9.9%	10.3%
REGION 08	376	81.4%	10.6%	8.0%
REGION 09	465	80.1%	10.8%	9.2%
REGION 10	381	77.5%	11.9%	10.6%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Environmental Protection Agency	9,269	79.7%	12.8%	7.5%
Office of the Administrator	229	69.3%	15.0%	15.7%
Office of Air and Radiation	599	79.9%	12.9%	7.1%
Office of Administration and Resources Management	449	76.2%	15.1%	8.7%
Office of the Chief Financial Officer	177	75.0%	15.1%	9.9%
Office of Chemical Safety and Pollution Prevention	479	74.9%	15.2%	9.9%
Office of Enforcement and Compliance Assurance	364	75.7%	14.0%	10.3%
Office of Environmental Information	210	76.3%	14.0%	9.7%
Office of General Counsel	167	87.2%	7.1%	5.7%
Office of Inspector General	153	74.4%	16.7%	8.9%
Office of International and Tribal Affairs	44	81.8%	8.6%	9.5%
Office of Research and Development	1,032	84.6%	9.4%	6.0%
Office of Land and Emergency Management	322	72.8%	16.8%	10.4%
Office of Water	350	79.3%	12.9%	7.8%
REGION 01	362	83.6%	10.0%	6.4%
REGION 02	493	76.5%	15.6%	7.9%
REGION 03	578	82.9%	12.0%	5.1%
REGION 04	599	82.7%	11.1%	6.1%
REGION 05	628	78.5%	15.5%	6.1%
REGION 06	485	77.4%	15.3%	7.2%
REGION 07	322	84.8%	8.5%	6.7%
REGION 08	377	87.2%	7.8%	5.0%
REGION 09	464	81.8%	12.8%	5.5%
REGION 10	381	82.3%	11.4%	6.3%

Environmental Protection Agency

1st Level Subagency Comparison Report

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Environmental Protection Agency	9,041	38.7%	23.1%	38.2%	191
Office of the Administrator	220	27.4%	18.7%	53.9%	6
Office of Air and Radiation	581	35.4%	21.3%	43.3%	16
Office of Administration and Resources Management	442	39.4%	26.8%	33.8%	7
Office of the Chief Financial Officer	174	39.2%	22.1%	38.7%	3
Office of Chemical Safety and Pollution Prevention	472	29.3%	26.0%	44.8%	5
Office of Enforcement and Compliance Assurance	352	29.4%	18.1%	52.5%	9
Office of Environmental Information	209	39.4%	27.5%	33.0%	2
Office of General Counsel	161	29.6%	12.6%	57.8%	6
Office of Inspector General	150	35.1%	18.4%	46.5%	1
Office of International and Tribal Affairs	42	45.2%	18.8%	35.9%	2
Office of Research and Development	1,003	40.4%	23.2%	36.4%	26
Office of Land and Emergency Management	316	31.0%	21.1%	48.0%	4
Office of Water	341	35.3%	21.5%	43.2%	8
REGION 01	350	52.8%	24.0%	23.2%	9
REGION 02	477	44.6%	25.3%	30.1%	13
REGION 03	567	45.9%	25.9%	28.2%	11
REGION 04	589	44.8%	22.8%	32.3%	5
REGION 05	604	40.4%	24.4%	35.1%	19
REGION 06	469	41.1%	25.4%	33.4%	13
REGION 07	319	45.6%	21.0%	33.4%	2
REGION 08	371	39.6%	22.7%	37.7%	5
REGION 09	452	41.5%	22.1%	36.4%	12
REGION 10	375	27.6%	24.1%	48.3%	7

Environmental Protection Agency

1st Level Subagency Comparison Report

Leadership (continued)

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Environmental Protection Agency	8,575	49.1%	22.4%	28.5%	633
Office of the Administrator	204	33.0%	19.9%	47.1%	21
Office of Air and Radiation	546	46.7%	20.4%	32.9%	48
Office of Administration and Resources Management	419	47.7%	26.6%	25.7%	28
Office of the Chief Financial Officer	170	47.1%	22.2%	30.7%	6
Office of Chemical Safety and Pollution Prevention	441	37.7%	24.3%	37.9%	35
Office of Enforcement and Compliance Assurance	332	40.4%	21.1%	38.5%	27
Office of Environmental Information	195	54.8%	23.9%	21.3%	15
Office of General Counsel	151	38.0%	19.9%	42.1%	14
Office of Inspector General	144	53.0%	19.9%	27.1%	7
Office of International and Tribal Affairs	41	53.8%	19.6%	26.6%	3
Office of Research and Development	931	53.9%	19.2%	26.9%	97
Office of Land and Emergency Management	298	43.5%	21.0%	35.5%	21
Office of Water	320	43.2%	19.7%	37.1%	28
REGION 01	344	69.3%	14.4%	16.3%	16
REGION 02	464	57.2%	25.3%	17.5%	26
REGION 03	539	57.9%	22.5%	19.6%	39
REGION 04	570	52.6%	23.1%	24.2%	25
REGION 05	576	49.3%	24.6%	26.2%	45
REGION 06	446	46.6%	28.3%	25.1%	36
REGION 07	307	51.5%	24.1%	24.5%	13
REGION 08	348	50.0%	19.6%	30.4%	27
REGION 09	429	50.3%	25.3%	24.4%	32
REGION 10	356	38.5%	24.4%	37.1%	23

Environmental Protection Agency

1st Level Subagency Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Environmental Protection Agency	8,628	72.8%	17.0%	10.2%	547
Office of the Administrator	209	60.6%	19.1%	20.2%	13
Office of Air and Radiation	558	76.4%	15.4%	8.2%	36
Office of Administration and Resources Management	421	66.6%	20.9%	12.5%	25
Office of the Chief Financial Officer	171	68.2%	20.3%	11.5%	4
Office of Chemical Safety and Pollution Prevention	439	69.9%	17.4%	12.7%	34
Office of Enforcement and Compliance Assurance	329	68.0%	18.0%	14.0%	32
Office of Environmental Information	197	71.3%	16.6%	12.0%	13
Office of General Counsel	153	87.9%	7.5%	4.6%	12
Office of Inspector General	144	68.3%	18.1%	13.6%	7
Office of International and Tribal Affairs	43	83.5%	4.7%	11.8%	1
Office of Research and Development	953	76.1%	15.5%	8.4%	68
Office of Land and Emergency Management	303	64.1%	22.5%	13.4%	16
Office of Water	327	74.9%	15.0%	10.1%	21
REGION 01	328	81.7%	13.3%	5.0%	30
REGION 02	456	73.1%	19.2%	7.6%	31
REGION 03	546	78.1%	16.3%	5.5%	28
REGION 04	572	75.1%	15.9%	9.1%	19
REGION 05	583	70.9%	18.4%	10.6%	39
REGION 06	453	70.6%	17.0%	12.4%	22
REGION 07	308	76.3%	16.6%	7.1%	10
REGION 08	351	69.6%	18.4%	12.0%	24
REGION 09	434	73.7%	15.9%	10.3%	27
REGION 10	346	69.7%	18.5%	11.8%	34

Environmental Protection Agency

1st Level Subagency Comparison Report

Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Environmental Protection Agency	9,055	65.2%	19.1%	15.7%	121
Office of the Administrator	219	48.4%	19.7%	31.9%	4
Office of Air and Radiation	583	67.9%	17.5%	14.6%	7
Office of Administration and Resources Management	444	62.7%	20.4%	16.9%	5
Office of the Chief Financial Officer	174	69.0%	17.5%	13.5%	1
Office of Chemical Safety and Pollution Prevention	464	59.7%	20.3%	20.0%	5
Office of Enforcement and Compliance Assurance	353	56.4%	21.3%	22.2%	6
Office of Environmental Information	211	57.6%	24.3%	18.1%	0
Office of General Counsel	160	75.7%	13.0%	11.2%	5
Office of Inspector General	147	65.8%	15.5%	18.7%	1
Office of International and Tribal Affairs	43	74.1%	11.3%	14.6%	0
Office of Research and Development	1,013	67.7%	18.3%	14.0%	13
Office of Land and Emergency Management	315	57.1%	24.4%	18.5%	4
Office of Water	342	64.9%	19.9%	15.2%	5
REGION 01	349	74.7%	15.5%	9.8%	8
REGION 02	485	65.1%	22.3%	12.6%	7
REGION 03	565	70.0%	19.1%	10.9%	8
REGION 04	584	74.7%	15.0%	10.3%	5
REGION 05	609	65.9%	18.4%	15.7%	10
REGION 06	467	65.8%	18.6%	15.6%	11
REGION 07	316	71.8%	15.3%	13.0%	1
REGION 08	372	56.7%	22.1%	21.2%	3
REGION 09	459	62.1%	22.0%	15.9%	6
REGION 10	376	62.7%	20.3%	17.1%	6

Environmental Protection Agency

1st Level Subagency Comparison Report

Leadership (continued)

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Environmental Protection Agency	8,506	66.8%	21.1%	12.1%	656
Office of the Administrator	199	50.9%	24.4%	24.7%	22
Office of Air and Radiation	561	69.0%	19.5%	11.5%	29
Office of Administration and Resources Management	419	62.9%	22.9%	14.2%	25
Office of the Chief Financial Officer	170	66.1%	22.9%	10.9%	5
Office of Chemical Safety and Pollution Prevention	448	62.4%	20.9%	16.7%	27
Office of Enforcement and Compliance Assurance	329	56.8%	23.8%	19.4%	33
Office of Environmental Information	202	58.2%	26.4%	15.4%	9
Office of General Counsel	141	72.4%	18.9%	8.7%	23
Office of Inspector General	143	70.4%	16.3%	13.4%	6
Office of International and Tribal Affairs	43	68.2%	19.3%	12.5%	1
Office of Research and Development	940	69.6%	18.6%	11.8%	83
Office of Land and Emergency Management	299	60.3%	24.9%	14.8%	18
Office of Water	317	66.0%	21.4%	12.6%	28
REGION 01	325	75.7%	17.8%	6.5%	31
REGION 02	466	67.3%	23.5%	9.2%	22
REGION 03	517	73.4%	17.7%	8.9%	54
REGION 04	563	74.7%	16.8%	8.5%	25
REGION 05	566	69.8%	22.0%	8.2%	53
REGION 06	436	68.4%	22.0%	9.6%	44
REGION 07	305	72.5%	18.9%	8.6%	14
REGION 08	338	63.5%	21.0%	15.6%	35
REGION 09	426	62.5%	26.2%	11.3%	36
REGION 10	349	60.7%	24.4%	15.0%	32

Environmental Protection Agency

1st Level Subagency Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Environmental Protection Agency	8,890	60.3%	20.1%	19.5%	292
Office of the Administrator	217	49.0%	20.9%	30.2%	7
Office of Air and Radiation	577	64.6%	17.8%	17.6%	16
Office of Administration and Resources Management	439	59.3%	21.6%	19.2%	9
Office of the Chief Financial Officer	171	57.3%	19.2%	23.5%	5
Office of Chemical Safety and Pollution Prevention	460	52.1%	21.7%	26.2%	15
Office of Enforcement and Compliance Assurance	346	52.9%	19.1%	28.0%	14
Office of Environmental Information	207	60.4%	17.2%	22.5%	2
Office of General Counsel	158	73.2%	17.5%	9.4%	8
Office of Inspector General	149	55.9%	17.4%	26.7%	2
Office of International and Tribal Affairs	44	74.2%	11.7%	14.1%	0
Office of Research and Development	988	65.5%	17.0%	17.5%	36
Office of Land and Emergency Management	314	57.5%	20.1%	22.4%	5
Office of Water	336	63.5%	19.5%	17.0%	10
REGION 01	334	66.6%	20.0%	13.4%	25
REGION 02	469	56.1%	23.0%	20.8%	17
REGION 03	553	64.5%	21.2%	14.4%	19
REGION 04	582	66.2%	18.5%	15.3%	7
REGION 05	600	57.5%	22.7%	19.7%	22
REGION 06	463	59.0%	21.2%	19.8%	15
REGION 07	308	64.8%	18.5%	16.6%	11
REGION 08	361	56.8%	22.2%	20.9%	13
REGION 09	446	58.0%	23.9%	18.1%	15
REGION 10	363	58.6%	22.3%	19.1%	19

Environmental Protection Agency

1st Level Subagency Comparison Report

Leadership (continued)

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Environmental Protection Agency	8,915	65.0%	19.2%	15.8%	275
Office of the Administrator	217	55.6%	21.8%	22.6%	8
Office of Air and Radiation	578	69.4%	18.9%	11.7%	16
Office of Administration and Resources Management	436	62.3%	22.4%	15.4%	11
Office of the Chief Financial Officer	174	59.6%	18.4%	22.1%	2
Office of Chemical Safety and Pollution Prevention	461	59.2%	21.3%	19.5%	14
Office of Enforcement and Compliance Assurance	347	55.6%	23.1%	21.3%	15
Office of Environmental Information	208	66.7%	18.2%	15.1%	1
Office of General Counsel	155	80.2%	12.6%	7.1%	11
Office of Inspector General	146	53.6%	13.3%	33.1%	5
Office of International and Tribal Affairs	44	76.8%	11.1%	12.1%	0
Office of Research and Development	987	72.5%	15.2%	12.3%	37
Office of Land and Emergency Management	314	64.1%	18.0%	17.9%	5
Office of Water	340	70.4%	18.0%	11.6%	7
REGION 01	341	70.7%	18.0%	11.3%	18
REGION 02	474	58.9%	22.1%	18.9%	16
REGION 03	556	68.6%	19.2%	12.2%	18
REGION 04	586	69.5%	17.9%	12.6%	8
REGION 05	601	62.4%	21.9%	15.7%	19
REGION 06	462	62.4%	21.8%	15.8%	12
REGION 07	311	68.2%	16.3%	15.5%	9
REGION 08	365	61.3%	18.2%	20.5%	10
REGION 09	447	62.8%	21.0%	16.2%	15
REGION 10	360	64.4%	18.5%	17.1%	18

Environmental Protection Agency

1st Level Subagency Comparison Report

Leadership (continued)

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Environmental Protection Agency	8,847	68.1%	20.1%	11.8%	357
Office of the Administrator	206	55.2%	25.1%	19.8%	18
Office of Air and Radiation	577	72.3%	19.6%	8.1%	18
Office of Administration and Resources Management	418	61.2%	23.1%	15.6%	30
Office of the Chief Financial Officer	170	60.2%	26.5%	13.3%	5
Office of Chemical Safety and Pollution Prevention	468	56.0%	25.0%	19.0%	8
Office of Enforcement and Compliance Assurance	353	61.9%	19.7%	18.4%	9
Office of Environmental Information	197	69.5%	19.9%	10.5%	11
Office of General Counsel	162	84.9%	8.1%	7.0%	5
Office of Inspector General	149	69.6%	17.0%	13.4%	2
Office of International and Tribal Affairs	38	67.0%	21.6%	11.4%	5
Office of Research and Development	991	71.9%	18.0%	10.2%	35
Office of Land and Emergency Management	309	63.1%	21.6%	15.3%	11
Office of Water	336	71.4%	17.7%	10.9%	11
REGION 01	334	81.5%	13.5%	4.9%	25
REGION 02	472	70.7%	17.8%	11.6%	17
REGION 03	549	75.5%	16.9%	7.6%	25
REGION 04	578	72.3%	19.6%	8.1%	15
REGION 05	602	66.2%	21.3%	12.5%	21
REGION 06	463	64.9%	23.5%	11.6%	16
REGION 07	312	68.5%	21.0%	10.5%	9
REGION 08	350	71.6%	17.5%	10.9%	24
REGION 09	444	64.0%	24.0%	12.0%	20
REGION 10	365	67.3%	21.0%	11.8%	16

Environmental Protection Agency

1st Level Subagency Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Environmental Protection Agency	9,030	48.2%	21.7%	30.1%	167
Office of the Administrator	217	32.7%	21.8%	45.5%	7
Office of Air and Radiation	570	43.4%	20.0%	36.6%	23
Office of Administration and Resources Management	440	50.0%	24.4%	25.6%	7
Office of the Chief Financial Officer	172	45.5%	27.4%	27.1%	2
Office of Chemical Safety and Pollution Prevention	471	37.5%	25.2%	37.3%	6
Office of Enforcement and Compliance Assurance	349	38.0%	19.4%	42.6%	10
Office of Environmental Information	208	51.7%	26.4%	22.0%	2
Office of General Counsel	158	30.6%	16.2%	53.2%	9
Office of Inspector General	151	48.3%	19.4%	32.3%	0
Office of International and Tribal Affairs	43	48.2%	14.0%	37.8%	1
Office of Research and Development	1,005	50.0%	20.6%	29.4%	19
Office of Land and Emergency Management	309	39.5%	22.1%	38.4%	8
Office of Water	340	39.8%	24.3%	35.9%	8
REGION 01	354	64.9%	17.7%	17.4%	6
REGION 02	485	58.1%	20.2%	21.7%	4
REGION 03	569	59.2%	19.6%	21.2%	7
REGION 04	584	57.1%	19.3%	23.6%	8
REGION 05	610	49.3%	23.4%	27.3%	13
REGION 06	474	50.4%	24.1%	25.6%	6
REGION 07	319	56.1%	21.2%	22.7%	2
REGION 08	373	47.5%	21.6%	30.9%	1
REGION 09	453	49.0%	24.0%	27.0%	10
REGION 10	372	36.5%	22.4%	41.1%	7

Environmental Protection Agency

1st Level Subagency Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Environmental Protection Agency	7,922	63.3%	23.9%	12.7%	1,285
Office of the Administrator	179	44.5%	28.5%	27.0%	46
Office of Air and Radiation	467	59.9%	25.9%	14.2%	128
Office of Administration and Resources Management	416	60.5%	23.3%	16.2%	33
Office of the Chief Financial Officer	162	59.3%	25.6%	15.1%	12
Office of Chemical Safety and Pollution Prevention	403	46.7%	32.3%	21.0%	73
Office of Enforcement and Compliance Assurance	290	49.0%	32.4%	18.6%	70
Office of Environmental Information	194	65.0%	22.4%	12.6%	15
Office of General Counsel	109	53.7%	26.2%	20.1%	58
Office of Inspector General	151	74.6%	14.2%	11.2%	0
Office of International and Tribal Affairs	32	71.3%	16.5%	12.1%	11
Office of Research and Development	837	63.5%	26.9%	9.7%	188
Office of Land and Emergency Management	273	57.5%	30.4%	12.0%	47
Office of Water	287	59.0%	25.3%	15.7%	60
REGION 01	316	79.0%	16.7%	4.2%	43
REGION 02	442	66.0%	22.8%	11.2%	49
REGION 03	527	79.1%	14.9%	6.0%	48
REGION 04	536	74.8%	16.1%	9.1%	58
REGION 05	532	64.7%	24.6%	10.8%	91
REGION 06	426	64.1%	25.3%	10.6%	54
REGION 07	296	76.4%	16.9%	6.7%	25
REGION 08	325	68.1%	21.2%	10.7%	48
REGION 09	399	55.5%	25.5%	18.9%	66
REGION 10	319	60.4%	25.5%	14.1%	61

Environmental Protection Agency

1st Level Subagency Comparison Report

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Environmental Protection Agency	9,182	56.8%	21.2%	22.0%
Office of the Administrator	224	50.9%	19.1%	30.0%
Office of Air and Radiation	589	55.7%	20.8%	23.5%
Office of Administration and Resources Management	446	56.7%	20.1%	23.2%
Office of the Chief Financial Officer	175	55.7%	21.6%	22.7%
Office of Chemical Safety and Pollution Prevention	473	47.7%	22.1%	30.3%
Office of Enforcement and Compliance Assurance	362	52.1%	21.1%	26.8%
Office of Environmental Information	210	62.0%	15.8%	22.2%
Office of General Counsel	166	55.8%	21.4%	22.8%
Office of Inspector General	149	52.3%	21.0%	26.7%
Office of International and Tribal Affairs	42	40.4%	26.7%	32.9%
Office of Research and Development	1,021	58.4%	21.4%	20.2%
Office of Land and Emergency Management	320	55.1%	20.5%	24.4%
Office of Water	346	53.8%	20.9%	25.2%
REGION 01	357	63.5%	20.8%	15.8%
REGION 02	492	60.9%	21.6%	17.6%
REGION 03	574	62.5%	21.3%	16.2%
REGION 04	593	63.6%	20.5%	15.9%
REGION 05	624	58.0%	20.9%	21.1%
REGION 06	481	53.6%	26.6%	19.8%
REGION 07	321	64.3%	19.2%	16.5%
REGION 08	374	56.9%	20.4%	22.8%
REGION 09	460	55.3%	21.9%	22.9%
REGION 10	378	51.1%	21.5%	27.4%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Environmental Protection Agency	9,178	54.2%	21.1%	24.7%
Office of the Administrator	224	41.4%	19.5%	39.0%
Office of Air and Radiation	591	51.1%	20.6%	28.3%
Office of Administration and Resources Management	443	48.4%	24.0%	27.6%
Office of the Chief Financial Officer	175	57.2%	18.1%	24.7%
Office of Chemical Safety and Pollution Prevention	475	43.4%	23.5%	33.0%
Office of Enforcement and Compliance Assurance	361	51.9%	18.1%	30.0%
Office of Environmental Information	209	58.3%	22.1%	19.6%
Office of General Counsel	166	61.8%	19.6%	18.6%
Office of Inspector General	150	58.1%	13.7%	28.2%
Office of International and Tribal Affairs	43	54.9%	19.8%	25.3%
Office of Research and Development	1,024	62.9%	19.0%	18.1%
Office of Land and Emergency Management	319	53.8%	21.5%	24.8%
Office of Water	347	53.6%	22.0%	24.3%
REGION 01	357	65.4%	17.4%	17.1%
REGION 02	491	53.0%	23.6%	23.5%
REGION 03	572	59.2%	22.6%	18.2%
REGION 04	592	61.4%	16.1%	22.5%
REGION 05	621	48.0%	25.1%	26.9%
REGION 06	480	49.6%	24.3%	26.1%
REGION 07	319	57.9%	21.2%	21.0%
REGION 08	373	50.2%	22.1%	27.7%
REGION 09	463	52.6%	23.3%	24.1%
REGION 10	378	56.8%	19.4%	23.8%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Environmental Protection Agency	9,151	58.8%	20.9%	20.3%
Office of the Administrator	225	54.6%	21.2%	24.2%
Office of Air and Radiation	585	58.5%	20.1%	21.3%
Office of Administration and Resources Management	446	54.1%	21.4%	24.5%
Office of the Chief Financial Officer	174	50.2%	23.5%	26.2%
Office of Chemical Safety and Pollution Prevention	472	47.3%	23.1%	29.6%
Office of Enforcement and Compliance Assurance	360	58.7%	19.6%	21.7%
Office of Environmental Information	208	59.0%	21.8%	19.2%
Office of General Counsel	167	70.6%	14.5%	14.8%
Office of Inspector General	149	58.7%	24.5%	16.8%
Office of International and Tribal Affairs	43	58.6%	13.7%	27.7%
Office of Research and Development	1,017	63.5%	20.1%	16.4%
Office of Land and Emergency Management	317	57.9%	18.3%	23.8%
Office of Water	346	57.9%	24.8%	17.3%
REGION 01	357	73.1%	15.9%	11.0%
REGION 02	489	58.4%	20.7%	20.9%
REGION 03	569	59.5%	21.7%	18.8%
REGION 04	592	65.9%	16.8%	17.3%
REGION 05	621	54.1%	21.9%	24.0%
REGION 06	479	59.5%	22.1%	18.3%
REGION 07	319	60.6%	20.9%	18.5%
REGION 08	373	62.1%	21.7%	16.2%
REGION 09	463	53.3%	26.1%	20.6%
REGION 10	375	58.9%	20.4%	20.7%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Environmental Protection Agency	9,144	39.4%	27.6%	33.0%
Office of the Administrator	220	27.7%	22.8%	49.5%
Office of Air and Radiation	587	36.1%	23.1%	40.8%
Office of Administration and Resources Management	445	40.3%	29.4%	30.4%
Office of the Chief Financial Officer	175	42.5%	24.0%	33.4%
Office of Chemical Safety and Pollution Prevention	473	30.0%	28.1%	41.9%
Office of Enforcement and Compliance Assurance	361	33.6%	25.4%	41.0%
Office of Environmental Information	207	44.7%	28.5%	26.8%
Office of General Counsel	163	23.2%	19.2%	57.6%
Office of Inspector General	150	43.7%	19.7%	36.6%
Office of International and Tribal Affairs	43	30.6%	20.8%	48.7%
Office of Research and Development	1,019	41.2%	27.5%	31.3%
Office of Land and Emergency Management	317	34.1%	25.5%	40.4%
Office of Water	346	31.4%	27.7%	40.8%
REGION 01	356	55.5%	27.9%	16.6%
REGION 02	489	45.9%	30.2%	23.9%
REGION 03	572	48.0%	26.5%	25.5%
REGION 04	589	47.7%	26.5%	25.9%
REGION 05	623	37.8%	34.6%	27.7%
REGION 06	477	40.2%	32.4%	27.4%
REGION 07	318	47.5%	25.0%	27.5%
REGION 08	374	40.5%	25.9%	33.6%
REGION 09	459	35.6%	31.9%	32.6%
REGION 10	376	30.3%	28.4%	41.2%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Environmental Protection Agency	9,147	33.5%	31.7%	34.8%
Office of the Administrator	222	30.7%	31.4%	37.9%
Office of Air and Radiation	586	33.0%	32.4%	34.6%
Office of Administration and Resources Management	442	38.4%	28.1%	33.5%
Office of the Chief Financial Officer	174	42.8%	21.4%	35.7%
Office of Chemical Safety and Pollution Prevention	471	30.3%	34.0%	35.7%
Office of Enforcement and Compliance Assurance	361	28.6%	35.6%	35.8%
Office of Environmental Information	210	29.1%	27.5%	43.4%
Office of General Counsel	163	39.1%	38.1%	22.8%
Office of Inspector General	150	31.9%	33.4%	34.7%
Office of International and Tribal Affairs	43	18.9%	32.4%	48.7%
Office of Research and Development	1,020	35.2%	33.6%	31.1%
Office of Land and Emergency Management	317	33.7%	28.8%	37.5%
Office of Water	344	30.1%	32.5%	37.3%
REGION 01	355	32.6%	33.4%	34.0%
REGION 02	489	32.9%	30.8%	36.2%
REGION 03	574	34.7%	31.8%	33.4%
REGION 04	590	43.2%	26.7%	30.1%
REGION 05	622	29.7%	33.0%	37.4%
REGION 06	477	36.5%	31.6%	31.9%
REGION 07	320	38.0%	30.3%	31.7%
REGION 08	374	35.6%	32.4%	32.0%
REGION 09	461	27.8%	34.8%	37.4%
REGION 10	377	27.3%	30.0%	42.7%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Environmental Protection Agency	9,145	54.1%	26.2%	19.7%
Office of the Administrator	225	54.4%	27.6%	18.1%
Office of Air and Radiation	588	53.8%	29.0%	17.2%
Office of Administration and Resources Management	445	58.8%	25.3%	15.9%
Office of the Chief Financial Officer	173	58.5%	24.9%	16.5%
Office of Chemical Safety and Pollution Prevention	469	47.0%	27.0%	26.0%
Office of Enforcement and Compliance Assurance	360	45.9%	28.2%	25.9%
Office of Environmental Information	210	48.4%	23.2%	28.4%
Office of General Counsel	165	64.5%	28.8%	6.7%
Office of Inspector General	148	58.0%	20.6%	21.4%
Office of International and Tribal Affairs	43	46.0%	35.3%	18.7%
Office of Research and Development	1,022	58.6%	28.4%	13.0%
Office of Land and Emergency Management	319	56.5%	28.1%	15.4%
Office of Water	345	54.4%	27.4%	18.2%
REGION 01	355	52.6%	24.2%	23.2%
REGION 02	487	53.9%	26.3%	19.8%
REGION 03	570	64.0%	22.1%	13.8%
REGION 04	589	63.1%	21.5%	15.4%
REGION 05	622	50.0%	28.8%	21.2%
REGION 06	475	52.9%	23.6%	23.5%
REGION 07	321	59.1%	22.7%	18.2%
REGION 08	372	54.9%	21.9%	23.2%
REGION 09	460	46.2%	30.5%	23.4%
REGION 10	377	41.0%	25.9%	33.1%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Satisfaction (continued)

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Environmental Protection Agency	9,163	70.2%	16.5%	13.3%
Office of the Administrator	224	50.6%	24.6%	24.9%
Office of Air and Radiation	589	66.7%	17.6%	15.7%
Office of Administration and Resources Management	444	62.8%	19.9%	17.3%
Office of the Chief Financial Officer	175	62.4%	20.8%	16.8%
Office of Chemical Safety and Pollution Prevention	472	62.8%	20.1%	17.1%
Office of Enforcement and Compliance Assurance	362	63.1%	15.3%	21.5%
Office of Environmental Information	207	68.6%	17.7%	13.7%
Office of General Counsel	166	64.5%	16.1%	19.4%
Office of Inspector General	149	65.5%	15.0%	19.4%
Office of International and Tribal Affairs	42	70.4%	7.3%	22.2%
Office of Research and Development	1,022	74.1%	13.7%	12.2%
Office of Land and Emergency Management	320	66.8%	15.9%	17.3%
Office of Water	347	59.1%	25.8%	15.1%
REGION 01	356	81.9%	11.0%	7.1%
REGION 02	487	71.5%	17.7%	10.8%
REGION 03	569	79.7%	12.0%	8.2%
REGION 04	593	78.7%	13.3%	8.0%
REGION 05	625	73.6%	14.3%	12.1%
REGION 06	479	74.3%	16.6%	9.2%
REGION 07	319	79.4%	11.7%	8.9%
REGION 08	373	75.8%	15.0%	9.2%
REGION 09	460	68.9%	19.9%	11.1%
REGION 10	378	66.2%	21.0%	12.8%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Environmental Protection Agency	9,163	69.3%	15.1%	15.6%
Office of the Administrator	225	66.8%	14.8%	18.4%
Office of Air and Radiation	592	69.4%	14.5%	16.1%
Office of Administration and Resources Management	446	69.5%	14.9%	15.5%
Office of the Chief Financial Officer	175	65.2%	16.1%	18.8%
Office of Chemical Safety and Pollution Prevention	472	64.2%	17.1%	18.7%
Office of Enforcement and Compliance Assurance	362	65.4%	18.5%	16.0%
Office of Environmental Information	210	67.6%	12.9%	19.5%
Office of General Counsel	166	67.4%	17.3%	15.3%
Office of Inspector General	149	80.2%	13.3%	6.5%
Office of International and Tribal Affairs	43	64.8%	19.5%	15.7%
Office of Research and Development	1,022	71.4%	13.4%	15.2%
Office of Land and Emergency Management	315	65.9%	15.9%	18.2%
Office of Water	345	68.4%	18.5%	13.2%
REGION 01	358	74.8%	12.4%	12.8%
REGION 02	487	64.8%	16.6%	18.6%
REGION 03	569	71.8%	15.2%	12.9%
REGION 04	590	75.4%	10.5%	14.1%
REGION 05	623	69.5%	14.1%	16.4%
REGION 06	480	72.0%	14.7%	13.3%
REGION 07	316	75.2%	13.7%	11.0%
REGION 08	372	80.0%	9.9%	10.2%
REGION 09	462	57.6%	20.7%	21.7%
REGION 10	379	65.8%	17.4%	16.7%

Environmental Protection Agency

1st Level Subagency Comparison Report

My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Environmental Protection Agency	9,165	59.8%	21.0%	19.3%
Office of the Administrator	223	46.1%	24.3%	29.6%
Office of Air and Radiation	589	56.1%	24.2%	19.7%
Office of Administration and Resources Management	446	56.4%	19.7%	23.9%
Office of the Chief Financial Officer	173	55.5%	22.7%	21.8%
Office of Chemical Safety and Pollution Prevention	472	50.1%	22.3%	27.6%
Office of Enforcement and Compliance Assurance	362	51.0%	20.6%	28.4%
Office of Environmental Information	209	60.7%	21.9%	17.3%
Office of General Counsel	167	58.0%	21.8%	20.2%
Office of Inspector General	149	54.9%	19.5%	25.6%
Office of International and Tribal Affairs	43	47.5%	26.9%	25.5%
Office of Research and Development	1,020	61.0%	20.3%	18.6%
Office of Land and Emergency Management	319	53.8%	20.9%	25.4%
Office of Water	346	49.1%	30.7%	20.2%
REGION 01	359	73.3%	14.6%	12.1%
REGION 02	486	66.4%	21.1%	12.5%
REGION 03	570	71.5%	16.7%	11.8%
REGION 04	592	70.4%	16.2%	13.3%
REGION 05	623	62.9%	22.0%	15.2%
REGION 06	477	64.9%	20.2%	14.9%
REGION 07	321	68.0%	17.7%	14.3%
REGION 08	373	65.7%	14.8%	19.4%
REGION 09	463	54.7%	26.1%	19.1%
REGION 10	378	48.4%	24.1%	27.5%

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Environmental Protection Agency	9,140	90.3%	2.7%	3.5%	3.4%
Office of the Administrator	224	90.9%	2.7%	4.6%	1.8%
Office of Air and Radiation	588	86.3%	3.9%	4.7%	5.1%
Office of Administration and Resources Management	446	90.2%	4.0%	3.9%	1.9%
Office of the Chief Financial Officer	173	92.0%	4.4%	2.4%	1.2%
Office of Chemical Safety and Pollution Prevention	471	91.0%	2.5%	3.5%	3.1%
Office of Enforcement and Compliance Assurance	362	92.7%	1.6%	3.7%	1.9%
Office of Environmental Information	208	94.9%	0.9%	2.3%	1.8%
Office of General Counsel	164	94.9%	1.2%	2.0%	1.9%
Office of Inspector General	146	95.8%	2.2%	1.3%	0.7%
Office of International and Tribal Affairs	43	87.3%	3.9%	6.9%	1.9%
Office of Research and Development	1,020	81.0%	4.0%	7.1%	8.0%
Office of Land and Emergency Management	317	91.4%	2.3%	3.5%	2.8%
Office of Water	343	90.9%	2.7%	3.1%	3.3%
REGION 01	354	90.3%	3.4%	2.7%	3.6%
REGION 02	483	88.3%	4.0%	3.6%	4.1%
REGION 03	575	90.6%	3.4%	2.6%	3.4%
REGION 04	590	93.3%	2.0%	3.3%	1.5%
REGION 05	622	88.7%	3.6%	3.6%	4.1%
REGION 06	481	92.5%	1.4%	3.7%	2.4%
REGION 07	317	98.1%	0.4%	0.3%	1.3%
REGION 08	373	94.7%	1.8%	1.6%	1.9%
REGION 09	459	93.7%	1.4%	1.6%	3.3%
REGION 10	376	93.6%	0.8%	1.9%	3.7%

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	N	3+ Days Per Week	1-2 Days Per Week	Telework	
				No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Environmental Protection Agency	9,170	3.4%	47.3%	12.2%	19.7%
Office of the Administrator	224	1.9%	41.6%	17.7%	19.8%
Office of Air and Radiation	591	1.0%	30.2%	14.0%	32.4%
Office of Administration and Resources Management	444	4.8%	48.6%	7.3%	15.2%
Office of the Chief Financial Officer	172	1.7%	38.3%	14.3%	17.0%
Office of Chemical Safety and Pollution Prevention	473	5.7%	41.6%	13.4%	19.7%
Office of Enforcement and Compliance Assurance	360	4.2%	41.2%	13.7%	27.2%
Office of Environmental Information	209	7.0%	63.5%	7.3%	14.5%
Office of General Counsel	166	3.7%	44.0%	12.7%	26.6%
Office of Inspector General	148	3.6%	60.6%	8.1%	19.5%
Office of International and Tribal Affairs	43	2.7%	40.5%	20.1%	26.0%
Office of Research and Development	1,017	4.4%	28.2%	12.1%	23.6%
Office of Land and Emergency Management	319	5.1%	49.3%	14.5%	22.2%
Office of Water	346	2.1%	39.7%	21.1%	25.7%
REGION 01	359	2.9%	58.2%	6.4%	18.4%
REGION 02	488	0.9%	55.9%	10.1%	11.9%
REGION 03	574	0.9%	55.2%	11.4%	13.6%
REGION 04	592	7.3%	56.5%	10.9%	13.5%
REGION 05	626	1.7%	58.2%	9.8%	13.2%
REGION 06	481	1.2%	64.0%	8.5%	14.4%
REGION 07	320	8.9%	48.7%	14.1%	19.4%
REGION 08	374	1.4%	49.8%	16.2%	21.6%
REGION 09	462	5.5%	48.3%	13.6%	20.8%
REGION 10	377	1.1%	52.8%	15.0%	21.7%

(continued)

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Environmental Protection Agency	9,170	2.0%	1.0%	2.6%	11.7%
Office of the Administrator	224	2.2%	0.5%	7.2%	9.2%
Office of Air and Radiation	591	3.9%	1.8%	3.4%	13.2%
Office of Administration and Resources Management	444	1.4%	1.6%	4.9%	16.2%
Office of the Chief Financial Officer	172	1.8%	1.2%	5.5%	20.2%
Office of Chemical Safety and Pollution Prevention	473	1.1%	1.8%	2.6%	14.1%
Office of Enforcement and Compliance Assurance	360	2.0%	0.3%	1.3%	10.1%
Office of Environmental Information	209	0.0%	0.0%	0.5%	7.3%
Office of General Counsel	166	0.6%	1.2%	1.9%	9.3%
Office of Inspector General	148	0.7%	0.0%	2.1%	5.3%
Office of International and Tribal Affairs	43	0.0%	0.0%	3.9%	6.8%
Office of Research and Development	1,017	6.9%	1.6%	3.2%	20.1%
Office of Land and Emergency Management	319	0.5%	0.6%	2.0%	5.7%
Office of Water	346	0.3%	0.7%	1.8%	8.6%
REGION 01	359	1.4%	0.6%	1.4%	10.6%
REGION 02	488	1.8%	0.7%	3.6%	15.2%
REGION 03	574	1.2%	1.0%	2.4%	14.2%
REGION 04	592	0.9%	1.2%	2.1%	7.6%
REGION 05	626	2.1%	0.2%	3.7%	11.2%
REGION 06	481	0.4%	1.3%	1.6%	8.6%
REGION 07	320	0.9%	0.0%	0.7%	7.3%
REGION 08	374	2.0%	1.1%	1.2%	6.7%
REGION 09	462	1.1%	0.5%	1.8%	8.4%
REGION 10	377	1.3%	1.1%	1.0%	6.0%

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Environmental Protection Agency	9,121	66.0%	31.6%	2.4%
Office of the Administrator	222	59.3%	36.6%	4.1%
Office of Air and Radiation	586	60.1%	37.3%	2.5%
Office of Administration and Resources Management	441	71.0%	27.7%	1.3%
Office of the Chief Financial Officer	173	72.8%	25.4%	1.8%
Office of Chemical Safety and Pollution Prevention	474	64.3%	34.2%	1.5%
Office of Enforcement and Compliance Assurance	358	57.4%	33.3%	9.3%
Office of Environmental Information	206	82.7%	17.3%	0.0%
Office of General Counsel	165	60.5%	38.1%	1.4%
Office of Inspector General	149	69.2%	21.9%	8.9%
Office of International and Tribal Affairs	43	83.3%	14.0%	2.7%
Office of Research and Development	1,013	62.1%	36.7%	1.2%
Office of Land and Emergency Management	317	69.7%	29.1%	1.2%
Office of Water	346	64.1%	34.8%	1.1%
REGION 01	357	56.0%	42.4%	1.6%
REGION 02	483	68.6%	25.9%	5.5%
REGION 03	568	66.6%	31.8%	1.7%
REGION 04	588	62.4%	35.7%	1.9%
REGION 05	621	75.9%	22.9%	1.2%
REGION 06	477	69.0%	27.7%	3.3%
REGION 07	318	73.8%	24.5%	1.7%
REGION 08	373	69.6%	29.8%	0.6%
REGION 09	461	57.9%	39.4%	2.8%
REGION 10	377	73.5%	25.7%	0.8%

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Environmental Protection Agency	9,119	37.8%	58.8%	3.4%
Office of the Administrator	222	22.7%	75.6%	1.8%
Office of Air and Radiation	587	40.8%	58.1%	1.1%
Office of Administration and Resources Management	437	29.5%	68.6%	1.9%
Office of the Chief Financial Officer	174	37.1%	54.2%	8.7%
Office of Chemical Safety and Pollution Prevention	470	30.5%	66.2%	3.3%
Office of Enforcement and Compliance Assurance	361	36.8%	59.4%	3.8%
Office of Environmental Information	206	28.5%	70.6%	1.0%
Office of General Counsel	165	14.5%	82.5%	3.0%
Office of Inspector General	148	59.4%	40.0%	0.7%
Office of International and Tribal Affairs	43	31.4%	66.5%	2.1%
Office of Research and Development	1,018	48.4%	49.3%	2.4%
Office of Land and Emergency Management	317	28.1%	66.3%	5.6%
Office of Water	344	27.7%	69.0%	3.2%
REGION 01	354	39.7%	59.1%	1.1%
REGION 02	486	53.7%	42.9%	3.3%
REGION 03	568	52.5%	44.1%	3.4%
REGION 04	589	41.0%	57.1%	1.9%
REGION 05	620	32.4%	64.4%	3.2%
REGION 06	480	44.3%	51.8%	3.9%
REGION 07	316	30.7%	58.8%	10.4%
REGION 08	372	40.5%	54.4%	5.1%
REGION 09	459	29.8%	65.3%	4.9%
REGION 10	378	22.9%	69.2%	7.9%

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Environmental Protection Agency	9,073	12.5%	85.4%	2.1%
Office of the Administrator	220	7.4%	89.4%	3.2%
Office of Air and Radiation	584	10.0%	87.7%	2.3%
Office of Administration and Resources Management	436	9.6%	88.8%	1.6%
Office of the Chief Financial Officer	173	11.9%	86.9%	1.2%
Office of Chemical Safety and Pollution Prevention	466	5.6%	91.0%	3.4%
Office of Enforcement and Compliance Assurance	358	7.8%	88.3%	3.9%
Office of Environmental Information	205	11.1%	85.7%	3.3%
Office of General Counsel	164	1.8%	96.4%	1.8%
Office of Inspector General	147	8.3%	88.3%	3.4%
Office of International and Tribal Affairs	42	6.9%	90.9%	2.1%
Office of Research and Development	1,008	10.6%	87.8%	1.6%
Office of Land and Emergency Management	319	4.6%	91.3%	4.1%
Office of Water	344	4.0%	92.7%	3.3%
REGION 01	356	12.9%	86.3%	0.8%
REGION 02	481	20.6%	79.0%	0.4%
REGION 03	563	29.7%	69.3%	1.0%
REGION 04	584	14.4%	83.8%	1.9%
REGION 05	619	11.8%	86.6%	1.5%
REGION 06	475	21.4%	76.7%	1.9%
REGION 07	319	19.6%	79.1%	1.3%
REGION 08	372	14.5%	85.0%	0.5%
REGION 09	460	11.4%	86.0%	2.7%
REGION 10	373	13.5%	83.8%	2.7%

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Environmental Protection Agency	9,101	3.0%	85.5%	11.4%
Office of the Administrator	219	3.7%	92.1%	4.2%
Office of Air and Radiation	585	4.4%	85.0%	10.6%
Office of Administration and Resources Management	437	4.5%	89.8%	5.6%
Office of the Chief Financial Officer	175	2.7%	89.0%	8.3%
Office of Chemical Safety and Pollution Prevention	465	1.7%	86.3%	11.9%
Office of Enforcement and Compliance Assurance	357	1.6%	85.9%	12.5%
Office of Environmental Information	206	4.0%	87.7%	8.3%
Office of General Counsel	166	2.2%	94.2%	3.6%
Office of Inspector General	149	0.7%	85.5%	13.9%
Office of International and Tribal Affairs	43	6.3%	84.4%	9.3%
Office of Research and Development	1,017	5.2%	85.2%	9.6%
Office of Land and Emergency Management	315	2.0%	85.5%	12.5%
Office of Water	343	4.5%	87.7%	7.9%
REGION 01	357	1.1%	92.0%	6.9%
REGION 02	486	3.1%	86.1%	10.9%
REGION 03	571	2.6%	81.9%	15.5%
REGION 04	587	4.3%	89.2%	6.5%
REGION 05	619	1.6%	92.5%	5.9%
REGION 06	476	4.1%	68.1%	27.8%
REGION 07	319	3.4%	77.0%	19.6%
REGION 08	371	1.4%	71.7%	26.9%
REGION 09	458	1.6%	91.6%	6.8%
REGION 10	375	1.3%	82.4%	16.2%

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Environmental Protection Agency	9,100	2.4%	85.6%	12.0%
Office of the Administrator	223	2.6%	90.9%	6.5%
Office of Air and Radiation	583	2.1%	85.3%	12.6%
Office of Administration and Resources Management	437	2.8%	90.3%	6.9%
Office of the Chief Financial Officer	174	2.2%	88.6%	9.2%
Office of Chemical Safety and Pollution Prevention	470	1.1%	87.2%	11.7%
Office of Enforcement and Compliance Assurance	360	0.5%	87.3%	12.2%
Office of Environmental Information	208	4.3%	86.7%	9.0%
Office of General Counsel	165	0.0%	95.8%	4.2%
Office of Inspector General	147	0.7%	83.1%	16.2%
Office of International and Tribal Affairs	43	0.0%	93.3%	6.7%
Office of Research and Development	1,015	2.6%	85.6%	11.8%
Office of Land and Emergency Management	314	1.8%	85.2%	13.0%
Office of Water	342	1.0%	91.2%	7.9%
REGION 01	355	3.1%	89.2%	7.7%
REGION 02	487	2.8%	85.7%	11.6%
REGION 03	568	6.6%	82.2%	11.2%
REGION 04	586	3.1%	88.6%	8.3%
REGION 05	621	1.1%	89.5%	9.4%
REGION 06	479	5.5%	72.7%	21.9%
REGION 07	317	3.0%	80.1%	16.9%
REGION 08	370	1.4%	72.2%	26.4%
REGION 09	455	0.7%	89.3%	10.1%
REGION 10	376	1.3%	79.4%	19.4%

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Environmental Protection Agency	7,546	88.1%	7.3%	4.7%	55
Office of the Administrator	183	80.3%	11.7%	8.1%	0
Office of Air and Radiation	452	84.4%	10.4%	5.2%	7
Office of Administration and Resources Management	336	87.7%	6.3%	6.0%	1
Office of the Chief Financial Officer	127	85.6%	10.4%	4.0%	1
Office of Chemical Safety and Pollution Prevention	373	83.4%	9.5%	7.0%	6
Office of Enforcement and Compliance Assurance	311	81.7%	10.5%	7.9%	2
Office of Environmental Information	190	86.7%	6.3%	7.0%	2
Office of General Counsel	144	92.9%	4.3%	2.8%	0
Office of Inspector General	136	81.1%	9.3%	9.6%	1
Office of International and Tribal Affairs	37	80.7%	8.2%	11.2%	1
Office of Research and Development	695	92.6%	5.6%	1.8%	9
Office of Land and Emergency Management	288	85.0%	10.1%	4.9%	4
Office of Water	302	88.6%	6.3%	5.1%	1
REGION 01	304	92.2%	5.0%	2.8%	3
REGION 02	381	85.6%	9.4%	5.0%	2
REGION 03	464	92.3%	4.7%	3.0%	2
REGION 04	519	90.5%	4.7%	4.9%	1
REGION 05	515	92.2%	4.8%	3.1%	3
REGION 06	418	88.8%	7.4%	3.7%	6
REGION 07	288	92.2%	4.8%	3.0%	1
REGION 08	331	91.5%	5.2%	3.3%	1
REGION 09	407	85.4%	8.7%	6.0%	1
REGION 10	342	89.7%	7.7%	2.6%	0

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Environmental Protection Agency	5,984	94.0%	4.0%	2.0%	76
Office of the Administrator	127	88.4%	6.9%	4.8%	4
Office of Air and Radiation	345	94.2%	4.1%	1.7%	7
Office of Administration and Resources Management	311	93.6%	4.9%	1.6%	1
Office of the Chief Financial Officer	128	91.9%	7.4%	0.8%	0
Office of Chemical Safety and Pollution Prevention	298	93.0%	4.3%	2.7%	3
Office of Enforcement and Compliance Assurance	205	89.9%	6.1%	4.0%	3
Office of Environmental Information	168	92.9%	3.6%	3.5%	2
Office of General Counsel	100	95.1%	2.0%	3.0%	1
Office of Inspector General	101	97.7%	1.3%	1.1%	0
Office of International and Tribal Affairs	34	93.9%	6.1%	0.0%	1
Office of Research and Development	628	95.8%	2.6%	1.6%	10
Office of Land and Emergency Management	219	92.7%	6.7%	0.6%	2
Office of Water	221	92.6%	4.7%	2.7%	2
REGION 01	197	94.8%	4.1%	1.1%	3
REGION 02	330	88.5%	7.9%	3.7%	6
REGION 03	382	95.3%	2.4%	2.3%	1
REGION 04	366	97.0%	2.5%	0.5%	4
REGION 05	468	95.6%	3.2%	1.2%	6
REGION 06	326	93.6%	3.5%	2.9%	8
REGION 07	233	95.2%	2.6%	2.2%	2
REGION 08	255	95.2%	1.6%	3.1%	6
REGION 09	265	92.3%	6.2%	1.5%	2
REGION 10	274	98.8%	0.8%	0.4%	2

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Environmental Protection Agency	3,380	86.1%	11.1%	2.8%	113
Office of the Administrator	49	81.9%	13.7%	4.5%	4
Office of Air and Radiation	227	90.2%	8.6%	1.1%	8
Office of Administration and Resources Management	136	80.7%	17.9%	1.4%	4
Office of the Chief Financial Officer	63	80.0%	14.9%	5.2%	1
Office of Chemical Safety and Pollution Prevention	140	88.1%	9.1%	2.8%	6
Office of Enforcement and Compliance Assurance	127	82.9%	11.6%	5.5%	5
Office of Environmental Information	57	90.0%	10.0%	0.0%	3
Office of General Counsel	22	85.4%	9.9%	4.8%	3
Office of Inspector General	88	95.0%	3.7%	1.2%	0
Office of International and Tribal Affairs	14	100.0%	0.0%	0.0%	0
Office of Research and Development	485	89.4%	9.1%	1.5%	11
Office of Land and Emergency Management	90	80.3%	16.5%	3.2%	3
Office of Water	94	85.2%	10.6%	4.2%	2
REGION 01	139	85.6%	13.7%	0.7%	6
REGION 02	257	87.0%	10.2%	2.8%	5
REGION 03	298	90.1%	7.9%	2.0%	7
REGION 04	229	87.0%	10.3%	2.7%	12
REGION 05	199	83.2%	12.5%	4.3%	6
REGION 06	205	88.0%	10.5%	1.4%	7
REGION 07	95	83.9%	12.1%	4.0%	5
REGION 08	149	86.3%	9.6%	4.2%	4
REGION 09	132	78.0%	18.3%	3.7%	6
REGION 10	82	62.3%	24.1%	13.6%	5

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Environmental Protection Agency	1,111	81.9%	13.3%	4.8%	135
Office of the Administrator	16	80.5%	12.0%	7.5%	5
Office of Air and Radiation	50	90.5%	8.0%	1.4%	9
Office of Administration and Resources Management	43	84.2%	11.6%	4.2%	9
Office of the Chief Financial Officer	21	60.3%	35.5%	4.1%	1
Office of Chemical Safety and Pollution Prevention	26	75.6%	15.9%	8.4%	6
Office of Enforcement and Compliance Assurance	26	80.3%	15.5%	4.3%	3
Office of Environmental Information	17	88.0%	7.3%	4.7%	8
Office of General Counsel	3	33.3%	66.7%	0.0%	1
Office of Inspector General	10	90.4%	0.0%	9.6%	3
Office of International and Tribal Affairs	3	64.3%	0.0%	35.7%	1
Office of Research and Development	105	91.4%	5.8%	2.9%	16
Office of Land and Emergency Management	13	68.6%	23.7%	7.7%	2
Office of Water	15	51.5%	28.8%	19.6%	2
REGION 01	44	79.2%	15.6%	5.2%	3
REGION 02	97	73.5%	20.6%	5.9%	8
REGION 03	171	88.6%	9.7%	1.7%	9
REGION 04	78	83.8%	13.4%	2.8%	13
REGION 05	68	73.7%	15.3%	11.0%	8
REGION 06	95	87.5%	9.2%	3.3%	13
REGION 07	60	88.9%	9.6%	1.5%	1
REGION 08	52	88.2%	7.8%	4.0%	3
REGION 09	48	64.6%	27.3%	8.1%	6
REGION 10	49	81.5%	12.3%	6.2%	5

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Environmental Protection Agency	259	74.6%	20.9%	4.5%	113
Office of the Administrator	8	62.5%	23.8%	13.7%	6
Office of Air and Radiation	26	81.2%	15.4%	3.5%	5
Office of Administration and Resources Management	22	81.4%	18.6%	0.0%	6
Office of the Chief Financial Officer	4	75.7%	24.3%	0.0%	1
Office of Chemical Safety and Pollution Prevention	7	56.7%	29.6%	13.6%	9
Office of Enforcement and Compliance Assurance	6	46.3%	19.5%	34.2%	4
Office of Environmental Information	8	63.1%	26.1%	10.7%	4
Office of General Counsel	3	100.0%	0.0%	0.0%	1
Office of Inspector General	0	--	--	--	1
Office of International and Tribal Affairs	3	100.0%	0.0%	0.0%	0
Office of Research and Development	50	87.8%	10.0%	2.2%	10
Office of Land and Emergency Management	5	61.0%	39.0%	0.0%	5
Office of Water	17	77.5%	17.6%	4.9%	3
REGION 01	4	25.0%	50.0%	25.0%	2
REGION 02	15	65.2%	28.7%	6.1%	3
REGION 03	14	65.2%	34.8%	0.0%	5
REGION 04	19	85.7%	14.3%	0.0%	13
REGION 05	8	42.5%	46.0%	11.6%	9
REGION 06	14	85.4%	14.6%	0.0%	11
REGION 07	10	58.6%	41.4%	0.0%	2
REGION 08	3	68.0%	32.0%	0.0%	5
REGION 09	8	87.5%	12.5%	0.0%	5
REGION 10	4	47.7%	52.3%	0.0%	3

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Environmental Protection Agency	209	71.1%	26.1%	2.8%	96
Office of the Administrator	6	64.3%	35.7%	0.0%	2
Office of Air and Radiation	11	69.7%	30.3%	0.0%	8
Office of Administration and Resources Management	13	79.3%	20.7%	0.0%	6
Office of the Chief Financial Officer	4	50.9%	23.3%	25.7%	1
Office of Chemical Safety and Pollution Prevention	4	71.7%	28.3%	0.0%	5
Office of Enforcement and Compliance Assurance	2	52.7%	47.3%	0.0%	1
Office of Environmental Information	6	67.8%	32.2%	0.0%	4
Office of General Counsel	0	--	--	--	1
Office of Inspector General	1	100.0%	0.0%	0.0%	2
Office of International and Tribal Affairs	0	--	--	--	0
Office of Research and Development	23	87.3%	8.5%	4.2%	11
Office of Land and Emergency Management	8	39.0%	45.1%	16.0%	3
Office of Water	5	41.1%	58.9%	0.0%	2
REGION 01	13	55.8%	44.2%	0.0%	2
REGION 02	12	84.1%	15.9%	0.0%	3
REGION 03	37	72.9%	21.9%	5.2%	8
REGION 04	13	100.0%	0.0%	0.0%	11
REGION 05	7	36.2%	63.8%	0.0%	4
REGION 06	22	86.5%	13.5%	0.0%	6
REGION 07	8	61.1%	38.9%	0.0%	4
REGION 08	5	61.7%	20.5%	17.8%	4
REGION 09	4	48.3%	51.7%	0.0%	7
REGION 10	5	39.5%	60.5%	0.0%	1

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency

1st Level Subagency Comparison Report

Demographic Questions

Where do you work?

	N	%
Headquarters	3,419	37.7%
Field	5,649	62.3%

What is your supervisory status?

	N	%
Non-Supervisor	6,626	72.6%
Team Leader	1,018	11.2%
Supervisor	922	10.1%
Manager	389	4.3%
Senior Leader	170	1.9%

Are you:

	N	%
Male	4,222	47.0%
Female	4,754	53.0%

Are you Hispanic or Latino?

	N	%
Yes	650	7.3%
No	8,240	92.7%

Race

	N	%
American Indian or Alaska Native	54	0.6%
Asian	486	5.7%
Black or African American	1,286	15.0%
Native Hawaiian or Other Pacific Islander	26	0.3%
White	6,396	74.5%
Two or more races	343	4.0%

Note: Percentages for demographic questions are unweighted.

Environmental Protection Agency

1st Level Subagency Comparison Report

Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	8	0.1%
High School Diploma/GED or equivalent	121	1.3%
Trade or Technical Certificate	38	0.4%
Some College (no degree)	432	4.8%
Associate's Degree (e.g., AA, AS)	203	2.2%
Bachelor's Degree (e.g., BA, BS)	2,890	32.0%
Master's Degree (e.g., MA, MS, MBA)	3,602	39.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,733	19.2%

What is your pay category/grade?

	N	%
Federal Wage System	3	0.0%
GS 1-6	34	0.4%
GS 7-12	1,911	21.1%
GS 13-15	6,892	76.0%
Senior Executive Service	186	2.1%
Senior Level (SL) or Scientific or Professional (ST)	27	0.3%
Other	13	0.1%

How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	126	1.4%
1 to 3 years	596	6.6%
4 to 5 years	210	2.3%
6 to 10 years	1,484	16.4%
11 to 14 years	999	11.0%
15 to 20 years	1,393	15.4%
More than 20 years	4,260	47.0%

Note: Percentages for demographic questions are unweighted.

Environmental Protection Agency

1st Level Subagency Comparison Report

Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	220	2.4%
1 to 3 years	831	9.2%
4 to 5 years	212	2.3%
6 to 10 years	1,706	18.9%
11 to 20 years	2,418	26.8%
More than 20 years	3,646	40.4%

Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	6,560	72.8%
Yes, to retire	663	7.4%
Yes, to take another job within the Federal Government	865	9.6%
Yes, to take another job outside the Federal Government	468	5.2%
Yes, other	453	5.0%

I am planning to retire:

	N	%
Within one year	406	4.5%
Between one and three years	1,018	11.4%
Between three and five years	1,084	12.1%
Five or more years	6,443	72.0%

Self-Identify as:

	N	%
Heterosexual or Straight	6,959	81.2%
Gay, Lesbian, Bisexual, or Transgender	367	4.3%
I prefer not to say	1,249	14.6%

What is your US military service status?

	N	%
No Prior Military Service	8,014	89.9%
Currently in National Guard or Reserves	51	0.6%
Retired	236	2.6%
Separated or Discharged	614	6.9%

Note: Percentages for demographic questions are unweighted.

Environmental Protection Agency

1st Level Subagency Comparison Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	726	8.1%
No	8,196	91.9%

What is your age group?

	N	%
25 and under	84	0.9%
26-29	295	3.1%
30-39	1,611	17.1%
40-49	2,168	23.0%
50-59	3,560	37.8%
60 or older	1,696	18.0%

Note: Percentages for demographic questions are unweighted.